

SANDS CHINA LTD.

2019

Stock Code: 1928

SUSTAINABILITY REPORT

EXPERIENCE SUSTAINABLE CULTURE

STAKEHOLDER
ENGAGEMENT:

A new wave
of plastic
awareness

USING LESS,
REUSING MORE:

Tackling plastic
from all angles

EXPERIENCE SUSTAINABLE CULTURE

Nowhere else in Asia will you find the finest in luxury suites, sensational entertainment and irresistible dining. The elegance of The Parisian Macao strives to bring you the best - without the environmental impact. In 2019, The Parisian Macao, among other properties, underwent a transformation, removing single-use plastics from across food and beverage operations, team member laundry and other areas of the business.



Eiffel Tower At The Parisian Macao

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Unless otherwise indicated, capitalized terms used but not defined herein shall have meaning ascribed to them in our 2019 Annual Report.

In case of any inconsistency between the English version and the Chinese version, the English version shall prevail.

WELCOME TO OUR 2019 SUSTAINABILITY REPORT

Message from Our President

Dear Stakeholders,

We are bringing you Sands China's 2019 Sustainability Report at the time when the world is grappling with the impact of the COVID-19 pandemic. While we continue to support our communities through this difficult period, this report presents our account of the progress and achievements made in 2019.

In the past 12 months, our position as one of Asia's leading tourism destinations continued to accelerate. Sands China's properties are among the most visited in Macao, bringing families, business visitors and entertainment seekers from around the world. It has been our goal to show that the comfort and wellbeing of our guests and team members does not have to be at the expense of the planet.

Our Sands ECO360 global sustainability strategy guides our approach to environmental responsibility – pushing us to create high-performing buildings, implement sustainable practices without compromising the guest experience, design event options for our forward-thinking clients, and engage with guests, team members and the wider community to learn more about sustainability. Driven by an aspirational idea, made possible through the dedication and hard work of our team members, we continue our journey to a more sustainable future.

We continue to make progress in achieving the latest set of targets under our five-year cycle. This year, we removed one ton of plastic by eliminating plastic straws from all our owned food and beverage operations, saved 23.4 million

kilowatt hours ("kWh") of energy and 44.3 million gallons of water through energy and water efficiency projects, and have steadily increased our diversion rate despite challenges in recycling infrastructure. I am pleased to see the transformation of our business over the years by leading the way in sustainable building development and resort operations.

The success of Sands ECO360 comes with the contributions from our team members. Globally, we set a target to complete one million Sands ECO360 actions to protect the environment by 2020 – a target that was met in 2019. These actions challenge all of us to change lifestyles and unconscious habits, resulting in a workforce of responsible corporate citizens.

In late 2018, we announced the renovation, expansion and rebranding of Sands Cotai Central into The Londoner Macao, which will include some of London's most recognizable landmarks. In an effort to future-proof our business, bringing this exciting new destination has been matched with rigorous environmental efficiency requirements as overseen by a designated Senior Sustainability Project Manager. This property will follow the specifications of the Sustainable Development Standards – our own set of green building guidelines designed by referencing leading certifications, as well as lessons learned from our existing properties. I look forward to welcoming you to this new destination in the coming year.

Beyond our short term targets, we remain committed to the Science-Based Targets initiative ("SBTi"), the United Nation's Sustainable Development Goals ("SDG") and contributing to areas where our business has the ability to make a real impact, namely in clean water and sanitation, affordable and clean energy, and responsible consumption and



production – the cornerstones of the Sands ECO360 program.

Having just completed the penultimate year in the five-year goal cycle, we enter 2020 focused on reaching our targets by concentrating on our most challenging areas: waste (specifically food waste and playing cards), single-use plastics, and water. This is shaped not only by our targets, but also by risks and trends affecting the region – challenges and changes in recycling markets, consumer interest in reducing single-use plastics, and the growing importance of worldwide water conservation.

On behalf of management and the Board of Directors, we invite you to read more about our commitment to being a good corporate citizen and look forward to your continued support, engagement and partnership in the years to come.

DR. WILFRED WONG
President of Sands China Ltd.

2019 SUSTAINABILITY HIGHLIGHTS

Through the year, we strengthened our efforts to minimize our impacts on the environment and extend support to the local community.

Awards and Certifications

2019 AWARDS

The Parisian Macao was awarded LEED¹ Silver[®] certification for Building Design and Construction

Sands China was listed as a constituent company in the FTSE4Good Index Series

Sands China obtained ISO45001 Occupational Health & Safety Management System certification for Facilities Department

Sands Macao received Macao Green Hotel Silver Award



¹ The U.S. Green Building Council's Leadership in Energy and Environmental Design ("LEED") green building program is the pre-eminent program for the design, construction, maintenance and operation of high-performance green buildings. Learn more at <https://new.usgbc.org/leed>





26,212
FULL TIME TEAM MEMBERS
excluding hotel partners



2,500+
SUPPLIERS
78% of which are Macao local
enterprises



3,300+
SANDS CARES
AMBASSADORS



8,496
TONS OF WASTE DIVERTED
through recycling,
including 5,874 tons from operations
and 2,622 tons from renovations



2.2
MILLION PLASTIC STRAWS
removed from food and
beverage operations



15,400
PLASTIC GARMENT BAGS
removed from team member
laundry



23.4
MILLION KWH
of energy saved through
24 efficiency projects



11.4%
DECREASE IN EMISSIONS
from ferry operations
since 2015



500,000+
TEAM MEMBER ACTIONS
taken aiming to protect the
environment since 2015



14,000+
VOLUNTEERING HOURS
completed by Sands Cares
Ambassadors



40,000
HYGIENE KITS
built in 2019 for Clean the World
during the sixth year of our
partnership

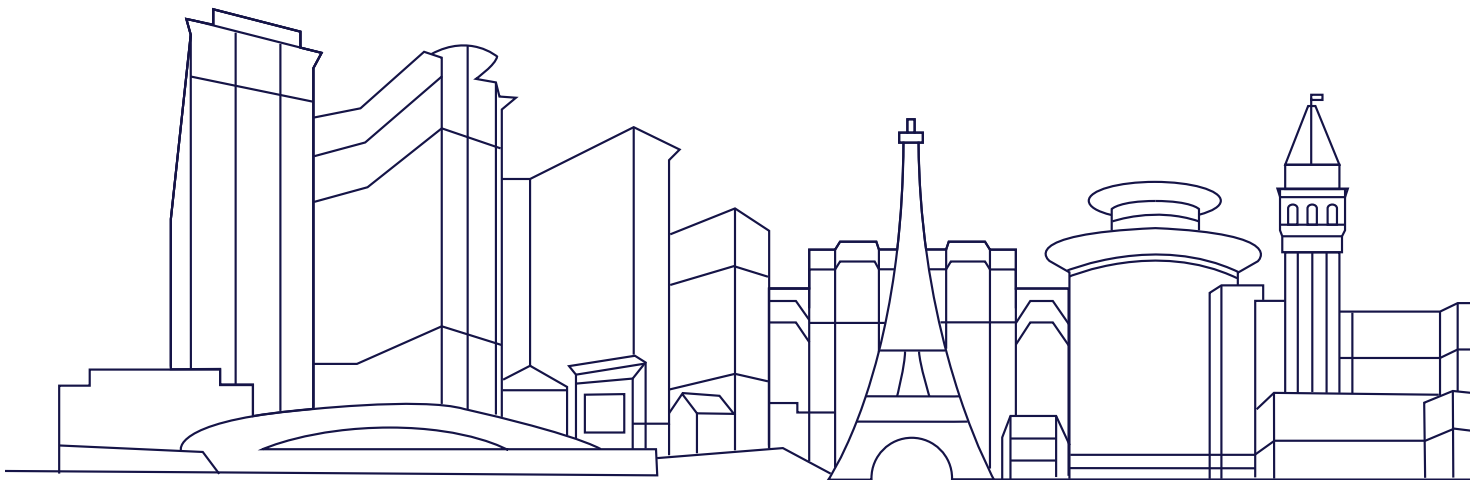


97,084
CLEAN PLATES
returned during the Clean Plate
Challenge, reducing food waste

SANDS CHINA AT A GLANCE

Sands China Ltd. (“Sands China” or the “Company”), a subsidiary of Las Vegas Sands Corp. (“LVS”) (NYSE: LVS), owns and operates The Venetian Macao, Sands Cotai Central, The Parisian Macao, The Plaza Macao and Sands Macao. We also own the Cotai Expo, one of the largest convention and exhibition centers in Asia; Macao’s largest entertainment venue, the Cotai Arena; and one of the major high-speed ferry companies operating between Hong Kong and Macao, Cotai Water Jet.

As of December 31, 2019, we offered to our guests and visitors 11,716 rooms and suites, 158 restaurants, 2.1 million square feet of retail malls, 1.7 million square feet of meetings, incentives, conferences and exhibitions (“MICE”) space, 4 permanent theatres, a 15,000-seat arena and some of the world’s largest casinos. Taken together, the integrated resorts maintain and operate the highest room count and convention space in Macao.



SANDS COTAI CENTRAL

THE PARISIAN MACAO

SANDS MACAO

Opening: 2012
 Team members: 5,938
 Rooms and suites: 5,621
<https://www.sandscotaicentral.com>



MACAO GREEN
HOTEL AWARD –
GOLD 2018

Opening: 2016
 Team members: 5,694
 Rooms and suites: 2,541
<https://www.parisianmacao.com>



LEED SILVER® FOR
BUILDING DESIGN
AND CONSTRUCTION
– 2019

MACAO GREEN
HOTEL AWARD –
GOLD 2018

Opening: 2004
 Team members: 2,715
 Rooms and suites: 289
<https://www.sandsmacao.com/>



MACAO GREEN
HOTEL AWARD –
SILVER 2019

Last year, we announced the renovation, expansion and rebranding of Sands Cotai Central into a new destination integrated resort, The Londoner Macao. This will add about 370 luxury suites and is expected to be completed in phases throughout 2020 and 2021. We also announced The Grand Suites at Four Seasons, featuring approximately 290 additional premium quality suites, expected to be completed in 2020.

In 2019 alone, our properties attracted a combined total of approximately 98.2 million visitors or 269,000 visitors each day, bringing some 898,000 visitors to Macao specifically for MICE events throughout the year. Our resorts operations are served by our Cotai Limo services and our Cotai Shuttle bus services, while our high-speed Cotai Water Jet ferry services connect our Macao properties to the transportation hubs in Hong Kong.

We are also the largest private sector employer in the region, with 26,373 team members, excluding hotel partners.



THE VENETIAN MACAO

THE PLAZA MACAO

Opening: 2007
 Team members: 10,651
 Rooms and suites: 2,905
<https://www.venetianmacao.com/>




MACAO GREEN
 HOTEL AWARD –
 PLATINUM 2018

Opening: 2008
 Team members: 1,375
 Rooms and suites: 360
 Plaza mansions: 19
<https://www.theplazamacao.com>

ENVIRONMENT





Sands China is committed to reducing its environmental impact on the planet. This dedication is exemplified by our award-winning Sands ECO360 global sustainability strategy. Through program initiatives and partnerships, we share this expertise to help advance sustainability practices in our communities.

SANDS ECO·360 STRATEGY

Sands ECO360 is our global sustainability program. It reflects our vision for environmental stewardship and preservation of natural resources and ecosystems. The strategy is designed around four pillars and six key themes covering the full scale of our Company's operations.



Energy

ENERGY EFFICIENCY

Design buildings that conserve electricity and deploy new technologies to reduce energy consumption.

RENEWABLE ENERGY

Seek out renewable energy solutions, including onsite solar thermal and solar photovoltaic systems.



GREEN BUILDINGS



Transportation

FERRIES

Explore advanced technologies and increase fuel economy standards for our ferry fleet.

BUSES

Optimize routes and utilize alternative fuel sources to decrease emissions.



GREEN MEETINGS AND EVENTS



Water

WATER EFFICIENCY

Upgrade fixtures and systems, enact water conservation policies, and encourage sensible water usage.

WATER REUSE

Source non-potable water and harvest rain and condensate water for landscaping, restrooms, cooling towers, and other uses.



SANDS E

Our strategy is developed at the group level and is updated every few years to ensure priorities align with global sustainability trends and stakeholder interests. During our key theme assessment, we consider criteria such as environmental impact, stakeholder relevance, risk, innovation, transparency, awareness building, and alignment with our existing strategy, to evaluate and select the most relevant environmental topics for our program to focus on.



Waste

CONSTRUCTION WASTE

Responsibly handle construction waste from new developments, remodels, and renovations.

FOOD WASTE

Tackle one of our largest waste streams through reduction, donation and diversion.

ZERO WASTE EVENTS

Host and support green events that actively target high recycling rates.

Food

SUSTAINABLE FOOD

Incorporate efficiency into kitchen design, source eco-friendly ingredients, and provide sustainable cuisine in restaurant menus.

Procurement

SUSTAINABLE PRODUCTS

Address diverse product categories to procure sustainable items that are better for the environment and human health.

PLASTIC REDUCTION

Eliminate plastic products where possible or replace them with eco-friendly alternatives.

USING LESS, REUSING MORE

An endless amount of products, an infinite number of choices. Framing sustainability in terms of how we use products, what they are made of, and how we dispose of them allows us to break down complex decision analysis into actionable steps. Our Sands ECO360 strategy aims to eliminate unnecessary products, reuse what we can, replace plastic with proven alternatives, and recycle as much as possible.

GREEN BUILDINGS

HYDRATE, REFILL, REPEAT

Under our Green Buildings pillar, we strive to identify ways to upgrade our building infrastructure with sustainability in mind. To avoid single-use plastic water bottles we are testing refill stations including three water filtration dispensers in The Venetian Macao's main gaming floor, Conrad Macao lobby, and one fitted tap in a Conrad Macao's suite. Behind the scenes, 15 drinking water dispensers have been installed in our banquet service areas, replacing individual 1.5 liter bottles once placed on tables. These pilot tests aim to gauge guest experience, satisfaction as well as success prior to rolling out the initiative on a larger scale across other properties.



GREEN MEETINGS & EVENTS

FILLING THE EVENT CALENDAR, NOT THE BIN

Hosting hundreds of events each year – both large and small, creates an array of solid waste including food waste, marketing collateral, and of course, single-use plastics. In 2019, we began removing single-use plastics across food and beverage operations including straws, swizzle sticks and plastic water bottles. In doing so, many single-use plastic items have been removed from all events, coming close to the default setting. For example, unless strictly specified by clients, all drinking water used for seated banquets events is supplied from a water filtration system located in stewarding areas, while for meetings we provide refillable glasses with a water fountain. Though seemingly small steps, by removing plastic straws alone, we have eliminated one ton of plastic waste from our operations in one year.



Leveraging a 360-Degree View

Every product we use carries a unique environmental footprint. Lifecycle assessment (“LCA”) is a robust methodology that quantifies a product’s cradle-to-grave impact by evaluating a range of environmental indicators from water intensity to recyclability. Global warming potential is a particularly significant LCA indicator to us, as its universal application allows us to execute a consistent product replacement strategy across all operations.



ENVIRONMENTALLY RESPONSIBLE OPERATIONS

REDESIGNING HOSPITALITY STAPLES

Providing five-star services to our guests means exceeding expectations. We offer a clean and press laundry service to our team members to make a good first impression on all visitors. Laundering more than 7.6 million uniforms in 2019 alone historically would have created waste from single-use plastics garment bags, hangers and clips. By replacing poly garment bags with reusable bags made from a polyester-cotton blend supplied by a local Small, Medium and Micro-sized Enterprises (“SME”), we saved over 15,400 plastic bags in the past year alone. We have also replaced single-use laundry bags in guest rooms with reusable garment covers and wooden baskets to present clean folded laundry.

STAKEHOLDER ENGAGEMENT

#SANDSECOFRIENDLY

Across our operations we are making the switch to more environmentally and socially preferable products. These efforts are communicated in tandem with guests and team members to help them understand why we are making the choices and which items have undergone our rigorous testing against environmental, social and exceptional quality standards. We now stamp products with the #SandsEcoFriendly logo to inform guests and visitors when they selected a more sustainable option, such as on our new biodegradable cornstarch take away boxes.

OUR TARGETS

The world is changing, with the impacts of plastic pollution, water scarcity and climate change being felt across the globe. Increasing stakeholder concern and expectation is pressing world and business leaders to find solutions to complex global issues.

In 2016, we established our latest five-year goal setting and reporting cycle, complete with a new baseline and milestones, and refreshed our sustainability strategy. During this process, we drew from internationally recognized and robust methodologies and frameworks, including the Science-Based Targets initiative and United Nations Sustainable Development Goals. We also mapped the areas where we can make significant impact - both positive and negative, to determine the areas that are important to our business and wider stakeholder community.

We have adopted SDG 6 (clean water and sanitation), 7 (affordable and clean energy), and 12 (responsible consumption and production) – areas which have, and likely always will be, cornerstones of our sustainability program.

2020: THE DECADE OF ACTION

There is just one year left to complete our current goal cycle – this means 365 days to reach our emission, water and waste targets. We plan to finish strong, investing in new technologies, seeking innovation and breaking down barriers by collaborating with new stakeholders to solve challenging local problems.

While short term targets are front and center, we will not lose sight of our long-term vision to lead the way in sustainable resort operations.

Though we may not reach all targets, we are committed to reporting on our progress to strengthen accountability and continue our search for new ways to reduce environmental impact in years to come.



Energy

2020 TARGETS¹ (SBT²)

6%

REDUCTION FOR RESORT OPERATIONS EMISSIONS

6%

REDUCTION FOR FERRY OPERATIONS EMISSIONS

PROGRESS TO DATE

3.6%

INCREASE FOR RESORT OPERATIONS

11.4%

REDUCTION FOR FERRY OPERATIONS



Water

2020 TARGETS¹

3%

REDUCTION OF WATER USE PER SQUARE FOOT³

PROGRESS TO DATE

3.2%

REDUCTION PER SQUARE FOOT



Waste

2020 TARGETS¹

5%

INCREASE IN WASTE DIVERSION RATE

PROGRESS TO DATE

0.4%

INCREASE IN THE DIVERSION RATE

Notes

- 1. Compared to 2015 baseline
- 2. Science-Based Targets set with a 2 degree Celsius classification
- 3. Reduction per gross square footage includes both conditioned and non-conditioned space to account for outdoor landscaped areas

Sands ECO360 actions

500,000
2020 target

651,986
Actions
since 2015

496,298 actions
completed 2016-2018

155,688 actions
completed in 2019

ENVIRONMENTAL PERFORMANCE

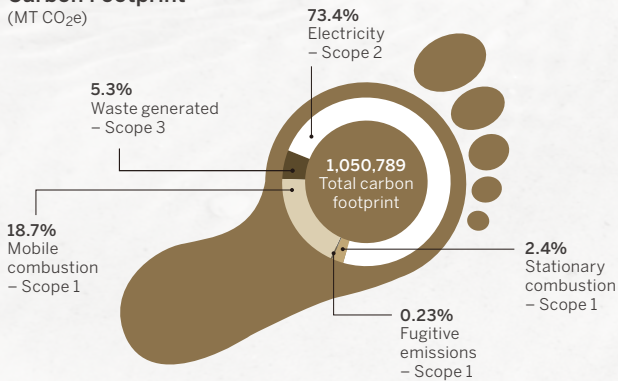


COMPANY-WIDE EMISSIONS PERFORMANCE

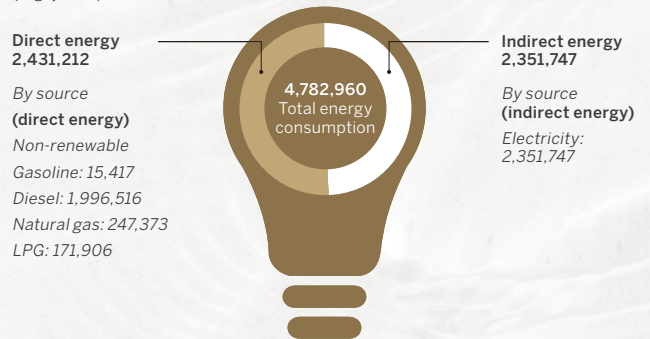
■ Legacy Properties ■ The St. Regis Macao and The Parisian Macao (St. Regis & Parisian)

Excluding St. Regis and The Parisian Macao, we reduced absolute Scope 1 and Scope 2 emissions by 17.3% and electricity consumption by 10% from the 2015 baseline at our existing resorts.

Carbon Footprint (MT CO₂e)

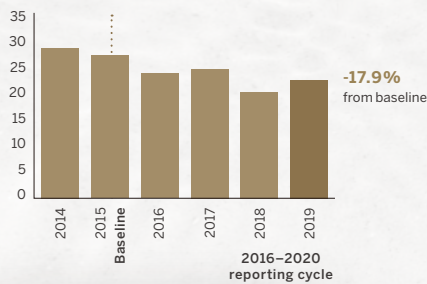


Energy Consumption (Gigajoules)

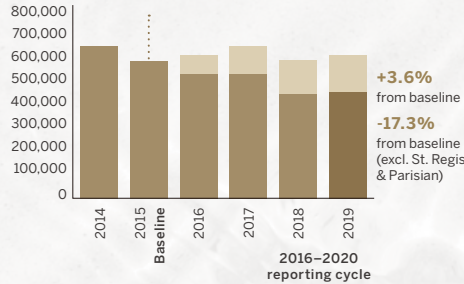


RESORT OPERATIONS

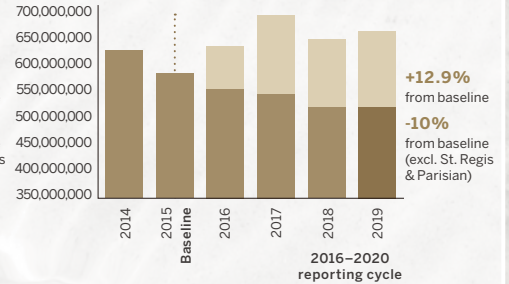
Emissions Intensity* (Scope 1 & Scope 2) (MT CO₂e/1,000 Sq. Ft.)



Emissions Absolute (Scope 1 & Scope 2) (MT CO₂e)



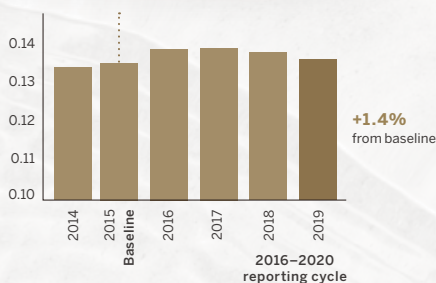
Electricity Absolute (kWh)



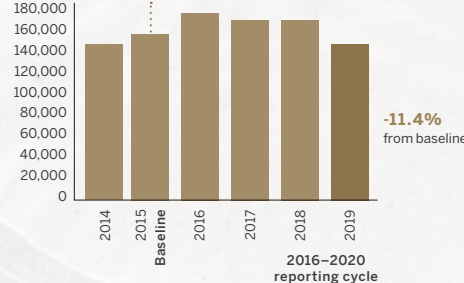
2020 Target: 6% reduction from the 2015 baseline

FERRY OPERATIONS

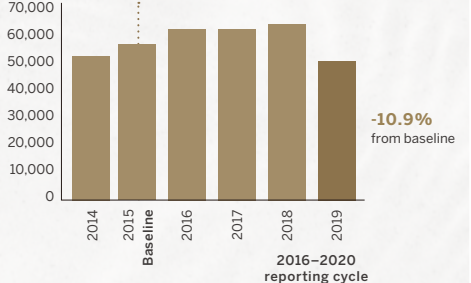
Emissions Intensity* (MT CO₂e/Nautical Mile)



Emissions Absolute* (MT CO₂e)



Fuel Consumption* (Thousand Litres)



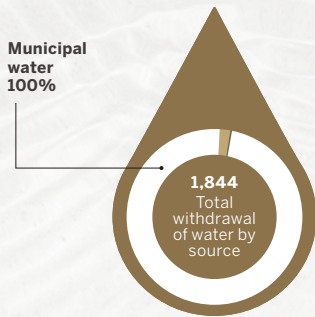
2020 Target: 6% reduction from the 2015 baseline



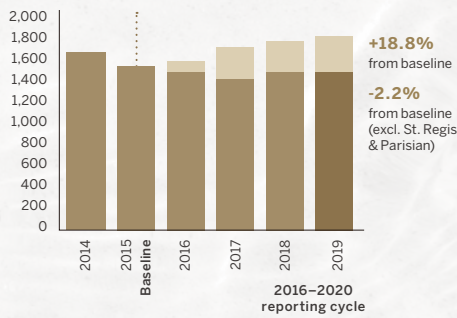
COMPANY-WIDE WATER PERFORMANCE

Excluding St. Regis Macao and The Parisian Macao, we reduced absolute water consumption by 2.2% from the 2015 baseline at our existing resorts.

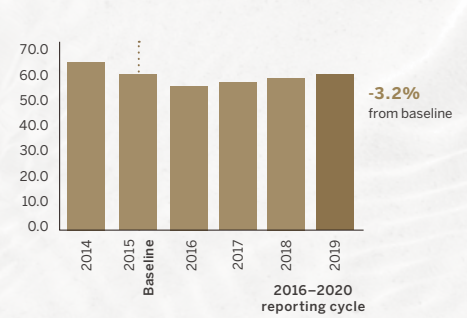
Total Water Withdrawal (Million Gallons)



Water Absolute (Million Gallons)



Water Intensity* (Million Gallons)



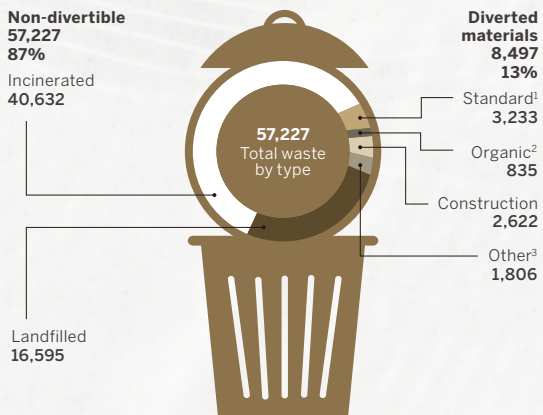
2020 Target: 3% reduction from the 2015 baseline

COMPANY-WIDE WASTE PERFORMANCE

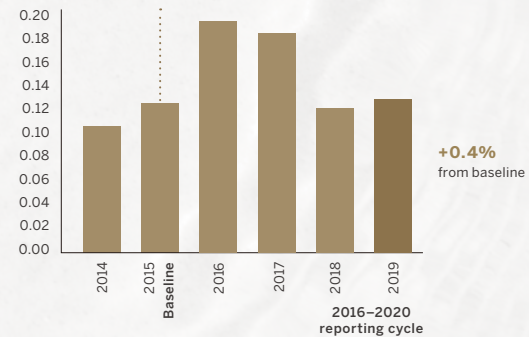


We increased our waste diversion rate by 0.4% from the 2015 baseline. We are continuously looking for opportunities to reduce, reuse, and recycle in our operations and exploring innovative waste solutions as global recycling markets become more complex.

Diverted Materials (Short Tons)



Waste Diversion Rate* (%)



2020 Target: 5% increase from the 2015 baseline

Notes

1. "Standard" includes: plastic, aluminum, cardboard, paper, glass, and metal.
 2. "Organic" includes: food waste, food donations, horticultural waste, and cooking oil.
 3. "Other" includes: recovered assets, batteries, e-waste, donations, light bulbs, soap, and shampoo amenities.
- * Represents whole portfolio

GREEN BUILDINGS

Create everlasting memories in our state-of-the-art facilities

Bringing together friends and families, we create ever-lasting memories and aim to do so in a way that is not at the expense of the natural environment. Under our Green Buildings pillar, for all new developments, remodels and renovations we consider everything from material selection, water systems, lighting, cooling and heating systems, to indoor environmental quality.

Sheraton Grand Macao, Cotai Strip

UTILIZING THE WARMTH OF THE SUN

This year we installed a solar thermal hybrid energy plant – the largest of its kind for a Macao hospitality company. The system features a 222 solar panel array combined with a heat pump system that is able to generate enough hot water for The Sheraton Grand Sky Tower including its swimming pools, spas, kitchens and all 2,000 suites. The renewable energy system completely eliminates the need for a natural gas boiler. The solar thermal panels will generate more than 500 megawatt-hours of thermal energy annually, equivalent to providing hot water to 3,300 households in Macao for one month. Additionally, the hybrid system improves the existing plant efficiency by over 50%, and is expected to avoid 1,140 metric tons CO_{2e} emissions annually. After this success, we look forward to expanding across entire resort portfolio.

POWERING DOWN FOR SUSTAINABILITY

As the majority of our carbon footprint comes from Scope 2 emissions from electricity, meeting our emission targets require us to find solutions to reducing energy use. Property-wide heating, ventilation and air conditioning systems are connected through a building management system and operate with variable frequency drives, allowing the Facilities Management

Department to better monitor, manage, operate and optimize energy usage while meeting visitor comfort levels.

ENERGY EFFICIENT MOTORS TO REDUCE ENERGY USE AND CARBON EMISSIONS

We continue to expand our energy efficiency measures. More than 24,000 fan coil unit motors have been replaced with electronically commutated motors across three integrated resorts. The new motors can deliver 50% energy savings against conventional models, helping us to conserve approximately 15 million kWh of energy, enough to power 37,500 households in Macao for a month, and reduce carbon emissions by 13,755 MT CO_{2e} annually.

PRESTIGIOUS DISTINCTIONS FOR OUR EFFORTS

This year we received our first LEED distinction from the U.S. Green Building Council, an industry-leading rating system for the design, construction, maintenance and operation of high-performance green buildings. The Parisian Macao's LEED Silver® for Building Design and Construction was awarded in February 2019, the first integrated resort in Macao to do so. Many features had not been seen in Macao before including, 100% LED exterior lighting.

LONDON'S CALLING!

The Londoner Macao will showcase timeless British design, including the exterior of the iconic Palace of Westminster and House of Parliament, complete with the 96-metre Elizabeth Tower and spectacular clock face.

Bringing the best of London to Macao is no simple task, especially with high performance and sustainability in mind. In 2013, our global Sustainable Development Standards (“SDS”) were created for new development and renovation projects using guidance from the LEED rating system. With each new property and renovation, the SDS are reviewed and enhanced to incorporate lessons learned for continuous improvement. For The Londoner Macao we have brought on board a Senior Project Manager of Sustainability to ensure that the SDS are strictly followed through the design and construction.



FEATURES OF THE LONDONER MACAO'S CONSTRUCTION PROCESS:



- Using only LED lighting fixtures
- Installing the latest and most efficient technologies, including electronically commutated motors and heat pumps
- Managing all mechanical, electrical and plumbing equipment through integrated building management system that optimizes daily requirements and changes



- Separating all demolition materials which can be reused and recycled before disposal to local waste to energy incinerator and landfill
- Finding ways to re-use the removed materials including doors, ironmongery and sanitary fixtures



- Purchasing items compliant with the SDS requirements, such as low volatile organic compound (“VOC”) emitting materials whenever adhesives are used such as in flooring, caulking and plumbing
- Reusing crates for the transportation of construction materials

ENVIRONMENTALLY RESPONSIBLE OPERATIONS

World class services without the environmental impact

Our chefs turn ordinary meals into innovative dining experiences. This year the Macao Government Tourism Office launched a series of videos, “The Great Green Food Journey on Sustainability, Creativity and Culture,” in collaboration with National Geographic. The videos showcased chefs’ efforts in food sustainability and creativity.

Executive Chef Alex Gaspar, Sands Cotai Central

Chef Gaspar drives creative process through high quality ingredients. His secret? Working with only the highest quality food, often using local, sustainable and organic ingredients. His ingredient selection comes from a range of farms within a few hours' drive. One of his current features is a vegan take on the pork chop bun, one of Macao's famous snacks.

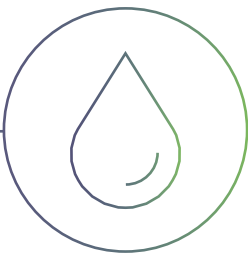


It is respectful of Macao's culture and traditions while also being modern, healthy, delicious and better for the environment.



Beyond efforts to source organic, sustainable and local ingredients, shark fin was banned from all our restaurants in 2019 and we are working to increase sustainable seafood across operations.

EFFORTS ACROSS OPERATIONS



The Food and Beverage and Engineering Departments have teamed up to find ways in our kitchens and stewarding areas to increase water efficiency. Automatic sensors have been installed in dishwashing stations which have shown a 56% and 30% reduction in cold and hot water use, respectively. We have also installed water meters to monitor consumption patterns and make changes to flow control and automation in the future. Next year we look forward to installing a water circulating system in Sands Cotai Central's team member restaurant where water will be filtered and reused on site.



Cotai Water Jet offers premium high-speed ferry services connecting Hong Kong and Macao. Once in Macao, guests may take advantage of our complimentary shuttle bus from the ferry terminal, as well as the airport and at the border to our properties. This year, carbon emissions from our ferry operations have reduced due to optimization of sailing schedules and elimination of less popular sailing times.



We continue to look for solutions to divert our waste from landfills through reuse of products (such as second hand clothing, suits and linens), sorting and collection of recyclables, and compacting remaining waste to reduce impacts of transportation.

Food waste remains a key issue for us. During preparation stages, chefs process food scraps and peels in the digester which is best suited for non-oily foods. Prepared and unserved banquet food is served in team member restaurants. The amount of post-consumed food is recorded and, as much as possible, treated on site by the dewatering machine to reduce the overall weight by as much as 70% before being sent to incinerator.

GREEN MEETINGS AND EVENTS

Shaping events for the modern customer

In 2019, we hosted 295 events bringing in 898,000 organizers and delegates from around the world. While zero waste events are not yet widely requested, our team is developing product offerings that make sustainable alternatives attractive to our MICE clients.

The Sands ECO360 Green Meetings program is a holistic approach that provides environmentally preferable options to our MICE clients. Using the Sands ECO360 Meetings Planning Tool, we aim to understand our clients' green meeting goals and design customizable sustainable experiences.

HOSTING YOUR GREEN MEETING IS AS EASY AS 1, 2, 3:

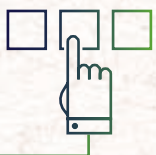
1
EXPLORE YOUR GREEN MEETING VENUE



2
MEET YOUR GREEN MEETING CONCIERGE



3
SELECT YOUR GREEN MEETING OPTIONS



Our Green Meetings Concierges work closely with clients and internal operations teams to support the planning and implementation of green events. These Concierges are equipped with deep knowledge in MICE event management, green meetings, sustainability, ISO 9001 (quality management systems) and ISO 20121 (event sustainability management) guidelines – making them the ultimate modern-day eco-event planners. After events, the team will review client feedback to improve the overall Green Meetings strategy through annual Action Plans for continuous improvement.

Following clients' events, we will consolidate metrics into a Sands ECO360 Event Impact Statement, giving a complete picture of the green meeting environmental impact. This sustainability briefing covers energy and water consumption, recycling rate, carbon emissions and highlights of sustainable initiatives.



YOUR SANDS ECO360 EVENT IMPACT STATEMENT

EVENT OVERVIEW

The Sands Supplier Excellence Awards recognizes the outstanding cooperation and services of our suppliers. The annual event includes both entertainment and an appreciation dinner.

KEY FEATURES AND ACHIEVEMENTS

- Limiting printed collaterals such as programs, banners and stage displays by opting for LED displays
- Water dispensers and pitchers used throughout venue to eliminate single-use plastics
- Tables without skirting to reduce water and energy from laundering process
- Air conditioning set to optimal 23° Celsius or above to reduce excess energy use
- Optimization of lighting and equipment to power-down when not in use, reducing idle energy use

EVENT INCLUSIVE DATES : NOVEMBER 28 | FUNCTION SPACE USED : 3,017m²

Total Estimated Event Footprint

Total Electricity
28,201kWh

Total Water
6,024m²

Total Recycling Rate
91%

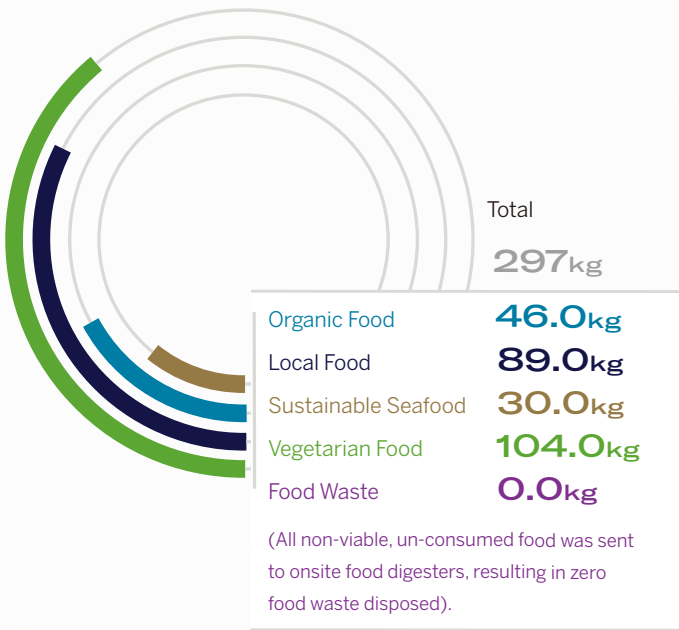
Estimated Carbon Footprint

MICE Space
25.5MT CO₂e

Hotel Rooms
N/A

Footprint Avoided by Recycling
-0.7MT CO₂e

Total Food Prepared



The above Sands ECO360 Event Impact Statement has been generated using data from one of Sands China's own events that took place in 2018.

STAKEHOLDER ENGAGEMENT

Reverberating the voice of Sands ECO360

Over the years, we have developed strong relationships with our suppliers, team members, communities, guests, and other organizations. These collaborations allow us to address our common environmental needs and make our program stronger.



Teaming up with local organizations to prove that many hands make for light work during the **Clean the World** event, where 40,000 hygiene kits were assembled in Macao



Participating in multi-stakeholder meetings with the **Environmental Protection Bureau ("DSPA")** seeking solutions to shared problems in Macao, including topics such as food waste reduction, light pollution and alternatives to single-use plastics



Challenging team members to "eat healthy, eat with no food waste" during the bi-annual **Clean Plate Challenge**, where 97,084 plates were returned clean with no food waste during the three-day period



Encouraging team members to change lifestyles to help the environment and share plastic-free daily pledges and tips on social media during this year's **Plastic Free July**, with hashtags **#SandsChinaPlasticFreeJuly**, **#SandsEcoFriendly** and **#SandsEco360**



Donating food that would have been otherwise sent to incinerator to local animal shelters. **Society for the Animal Protection in Macau** ("Anima") and **Abandoned Animals Protect Association of Macau** ("AAPAM")



Participating with other global minds at the **G20 2019 Japan Meeting of Agricultural Chief Scientists** to learn good practices in food loss and waste prevention



Sharing widely our best practice environmental management during a feature of 12 videos on **TDM**, Macao's public broadcasting service and plastic stories in **Macao Magazine**



Hosting energy road shows where vendors are able to showcase energy efficient lighting to our team members for their home, and collect used light bulbs for recycling



Hosting groups of **Macao secondary school students** in interactive sessions where students got creative in finding ways to reduce single-use plastics



Inviting 900 team members to a screening of **A Plastic Ocean** followed by an interactive Q&A with local activists



Getting a fresh look on single-use plastics from a research thesis of the **University of Saint Joseph** which completed a life cycle assessment and customer survey, taking into account the attitudes and perceptions of end-users from the hospitality industry towards plastic usage and possible alternatives

COMMUNITY

We are committed to being a responsible corporate citizen, demonstrated through our efforts in making Macao a better place to live and work. We follow Las Vegas Sands' Corporate Responsibility Program by prioritizing the initiatives that matter the most to our key stakeholders around our pillars of People, Communities and Planet. Our properties aren't just places of business, they are the places we call home. We are devoted to making each region of operations a great place to live.



SANDS CARES

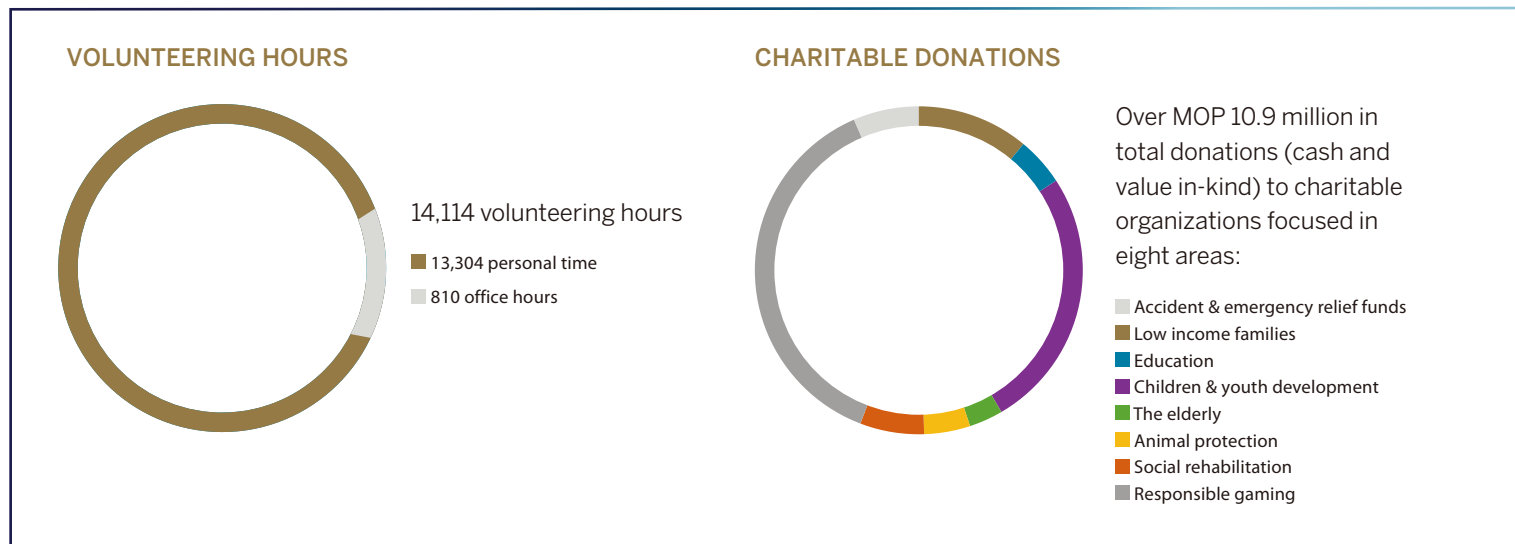
Our charitable giving and community engagement program, Sands Cares, guides our investments in four key areas: community problem solving and collaboration, financial giving, in-kind donations and team member volunteerism.

At the property level, Sands China's Community Affairs Department implements the vision of Sands Cares with a local lens. Here, we work closely in line with the government's development priorities. We aim to leave lasting impacts by supporting cultural and creativity related events, providing development opportunities to Macao residents to help diversify

the economy and increase upward mobility of talent, promoting responsible gaming, and facilitating charitable and community events.

Our Sands Cares program would not be possible without the Sands Cares Ambassadors – team members who donate their time and energy to serve the community. This year we celebrated a decade of community services at Sands China – a program that has grown from 200 volunteers to over 3,300.

IN 2019, WE RECORDED:



In line with our focus of supporting the cultural identity of Macao, this year we launched a museum-quality ceramics exhibition, All That's Gold Does Glitter – An Exhibition of Glamorous Ceramics, in support of Art Macao 2019. The exhibition is the largest and highest-level ceramic art exhibition in the Greater Bay Area in 2019.

We also helped to organize a creative masterclass for the students from Macao Polytechnic Institute and Macau University of Science and Technology. Led by worldclass ceramic artists, the class provided opportunities for students to learn from those exhibiting their work during Art Macao. We hope the exhibitions and classes will help promote original cultural expressions and help to inspire local artists in their creative endeavours.

In support of the Macao SAR Government's call for targeted poverty alleviation in mainland China, in 2019 two groups of 100 Sands Cares Ambassadors traveled to Congjiang village where they visited schools and taught lessons to local students.

Sands China also actively participated in a procurement drive initiated by the Macao Trade and Investment Promotion Institute. We purchased rice, oranges and chili sauce to support the building up of the local industries in Congjiang, China. The items are used in our team member restaurants, serving the Company's more than 26,000 team members.

Sands Cares has the ability to make incredible impact on communities as we can quickly and efficiently mobilize hundreds of volunteers to areas that matter most. That said, in the coming year we are looking to expand our approach to incorporate more opportunities for highly qualified team members to take part in skills-based volunteering activities. Our newly formed committee that is chaired by the Director of Community Affairs and consists of high performing volunteers and department representatives has been tasked to find opportunities for our Sands Cares Ambassadors whose talent can greatly benefit different sectors.

GOVERNANCE

At the most fundamental level, our aim is to always do the right thing by respecting individuals, operating ethically and legally, protecting our investors and enhancing communities.

Corporate governance is the collective responsibility of the Board. The Directors of the Company firmly believe a good governance structure is key to creating proper management of the Company in the interests of all stakeholders and in driving shareholder value.

Sustainability governance ultimately lies with the LVS executive team at the global level. Our corporate responsibility strategy is led by Chief Procurement and Sustainability Officer and Senior Vice President of Corporate Communications, and is executed by the Senior Vice President of Global Sustainability, overseeing Company's environmental and social commitments. Day-to-day management and implementation of Sands ECO360 and Sands Cares are the responsibilities of local teams and supervised by Sands China's Executive Committee.



RESPONSIBLE BUSINESS

Our aim is to lead our industry in safeguarding our communities against critical social matters. We do so by developing policies and procedures that protect our patrons, partners, team members and neighbors around issues that are unique to our business. Project Protect is our comprehensive global initiative to advance performance in responsible gaming, anti-money laundering (“AML”) and human trafficking prevention, helping us to be a responsible business.

TRANSPARENCY AND ANTI-CORRUPTION

Demanding or accepting bribes violates a free and competitive market. As outlined in our Anti-Corruption Policy, we will never pay, offer to pay, receive, or solicit any bribe, kickback, or other payment, whether cash or anything of value, in order to do business, gain a business advantage, or secure a license or permit. Our Anti-Corruption Policy covers all segments of our business including team members globally. Reports of alleged misconduct can be shared in a variety of ways, including the Ethics Hotline, direct emails, and through management reporting. Reports will be assigned to an appropriate investigator for a prompt, fair and thorough investigation. Whistleblowers are protected from retaliation.

CYBER-ATTACKS, DATA FRAUD AND THEFT

In the course of business, we collect and use information to provide world-class products, services and experiences. Guests and team members trust us to protect this information and we are committed to doing so.

As an operator in Macao, we are required to maintain compliance with the Macao Personal Data Protection Act and the European General Data Protection Regulation. Team members are expected to take reasonable measures to prevent unauthorized access of personal information as informed by our data protection policies. Details can be found online in our Privacy Policy.

During the past year, we received no complaints concerning cyber-attacks, data fraud and theft.

RESPONSIBLE GAMING

We provide a best in class global responsible gaming program to reduce gambling risk and help our guests make informed choices. We exceed all relevant government regulations as we understand the importance of

responsible gaming to the Macao community. We were the first gaming operator in Macao to launch a self-exclusion program in 2004 and are pioneers in including responsible gaming training in a company-wide orientation program since 2009.

Our program has four key pillars: team member training, 24/7 Ambassador assistance, prominent signage about resources, and partnering with organizations that assist patrons before or when any issues arise. These initiatives are helping patrons make informed decisions to treat gaming as a source of entertainment. In addition, we seek to work with a range of stakeholders to tackle issues:

	Customers	help customers make informed decisions
	Team members	avoid gambling risk, develop positive attitude, train to help customers
	Community	leverage resources to educate vulnerable groups to avoid gambling risk
	Government	ensure compliance with laws and regulations
	NGO and local partners	support, donation and cooperation
	General public	communications to keep the public informed

In 2019, we partnered with Sheng Kung Hui Macau Social Services Coordination Office and, together with our Responsible Gaming Ambassadors, paid visits to local universities. Students experienced a virtual reality movie on gambling disorders followed by group discussions on harmful effects of problem gaming.

SUPPLY CHAIN MANAGEMENT

We strive to be model corporate citizens in local and international communities in which we work. In 2019, our procurement and supply chain included more than 2,500 suppliers, 78% of which are Macao local suppliers.

We aim to minimize any potential harm to the environment and local communities with the help of our suppliers. Our Supplier Code of Conduct requires suppliers to follow all laws and regulations applicable to their jurisdiction while maintaining our standards of human rights, labor, health and safety, environment, ethics and compliance, and monitoring and evaluation.

Beyond minimizing potential negative impacts, we understand our potential to positively impact the Macao community. Since 2015 we have sought ways to invest back into the region through Sands China's SME Suppliers Support Program. The first of its kind in Macao, the program supports the government's initiative and momentum to "buy local" by increasing procurement opportunities between Sands China and local SME suppliers. The SME Supplier Support Program is complemented by the F.I.T. Program, which stands for Financial support, Invitational matching, and Training and development. This year, we procured more than MOP 2.8 billion of goods and services from local SMEs.

GUEST HEALTH AND SAFETY

It is our responsibility to provide a safe and enjoyable environment to both our team members and guests, it is paramount to us. Our Health and Safety Department continues to ensure that facilities are maintained to high standard and that our team members are well trained in order to act in emergencies.

We follow all applicable laws and apply safety protocols of LVS, covering public health and environment laws.

FEATURE SUPPLIER:

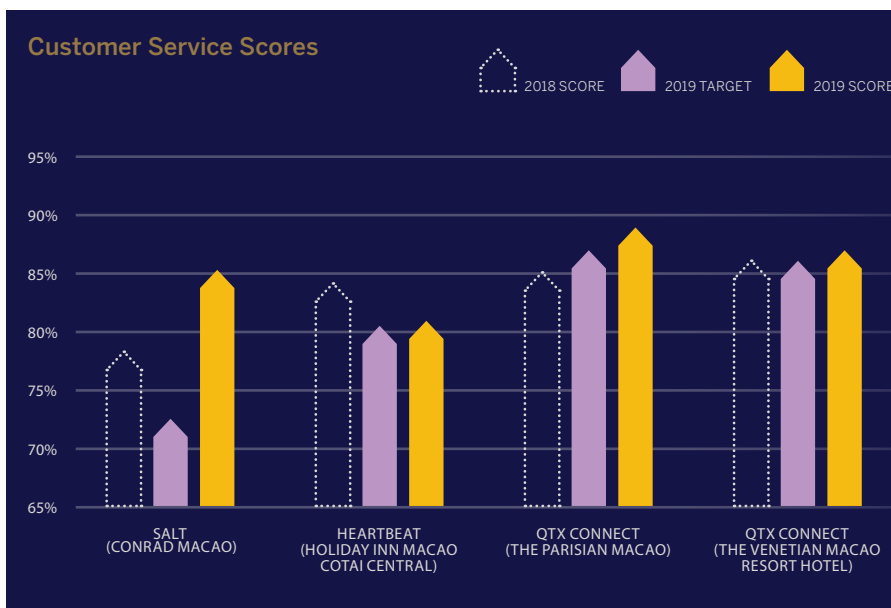
Hongcai (Macao) New Material Technology Co., Ltd.

Tackling the plastic waste stream requires working closely with our suppliers. We met Hongcai Macao New Material Technology in March at a sustainability exhibition where they were sharing the story of their cornstarch food containers. Hongcai participated in our F.I.T. Program and received assistance and guidance in daily operations including warehouse, logistics, quality assurance, procurement process, contracts and Supplier Code of Conduct. Now, the SME is a regular supplier to different properties across Sands China, has tripled its staff (from two to seven employees) and is receiving more product enquiries as a result of the promotion that Sands China has provided such as mentioning their products in publications.

GUEST EXPERIENCE AND SATISFACTION

We believe in providing an unmatched guest experience. It runs through everything we do from how properties are designed to the extra effort provided by our team members to anticipate and satisfy guest needs.

Guest feedback is collected through online surveys. The Operations Excellence team, which is responsible for ensuring guests enjoyment, reviews guest feedback and reports back to the Management and Hotel Operations team. The team has set key performance objectives for overall service scores in each hotel.



In 2019 we exceeded customer service scores against both 2018 figures, and 2019 targets.

Complaints received while guests are still in house are directly addressed to offer service recovery where applicable. If the guest has already departed, we investigate then liaise with the appropriate departments for possible service improvements or to offer options to the guest.

RESPONSIBLE EMPLOYER

As the second largest employer in Macao competing for a limited labor supply, we continuously seek ways to attract and retain the best talent. We pride ourselves in low turnover rates, and team member commitment and loyalty. Even with the limited talent pool in Macao, we recently celebrated long service awards of more than 1,600 team members who have been with us since the opening of our first property, Sands Macao, in 2004.

TEAM MEMBER WELFARE

The welfare of our workforce is central to our ability to provide unmatched guest service. Beyond complying with legal requirements including Macao's Labor Law, we have set our own Compensation Guidelines, Leave Management Policy and a structure for benefits based on team member grade, which is approved by our Executive Committee.

All our team members can enjoy full medical, hospital and dental care insurance plans, free 24-hour meals, shuttle buses and more, as well as discounts on Cotai Water Jet, Cotai Arena shows, Cotai Expo, hotel accommodation, restaurants and more than 150 retail stores in Macao. We also seek to promote balance by providing a pleasant working environment by organizing activities including lucky draws, talent show contests, various interest groups, employee clubs, activities with culture and food sharing.

PERFORMANCE MANAGEMENT

We believe in the power of people. We know that supporting the growth and development of our team members will lead to the continuation of delivering outstanding guest service, meeting the needs of our business and fostering greater professional development in the wider Macao community.

Our Human Resources Department seeks creative recruitment methods for positions that are difficult to fill, specifically focusing on food and beverage operations in 2019. The unique Macanese cuisine and passion for food has led to Macao's award for Creative City of Gastronomy by United Nations Educational, Scientific and Cultural Organization ("UNESCO") in 2017. Though an important piece of culture, it is difficult to find management-level candidates for our restaurants. In collaboration with the government, we launched an 18-month program to help identify passionate individuals for this line of work. During the program, recruits received training and certifications in international standards while gaining experience working in our onsite Michelin-Star, Black Pearl and Diamond restaurants. Currently, 12 individuals are enrolled in the program, with more in the pipeline.

We also look to nurture future leaders and improve the quality of middle and senior management team members. During our 15 years, we have provided 15,300 vertical promotions. In 2019 we launched the Integrated Talent Development

Program, a custom-tailored program co-organized by the Macau University of Science and Technology. The first of its kind in Macao, this six-month program consists of classroom training, on-the-job assignments and executive coaching. Fifty of our senior managers were selected for the inaugural group. It is our hope that this program further contributes to development of the Company's and Macao's talent pool.

HEALTH AND SAFETY

The safety of our team members is critical to our business operations. We aim to ensure that all team members and other workers are safe while carrying out work on our premises.

We have recently been accredited an ISO 45001:2018 Occupational Health & Safety Management System certification. This system guides us to prevent injuries and diseases through measures such as eliminating hazards and minimizing risks. The certification currently covers our Facilities Department, and will be followed by Food and Beverages, Housekeeping, Procurement & Supply Chain and Security Departments.

In 2019, we continued to see a fall in our work-related injuries. Injuries decreased by 8% compared to 2018 - a result that can be partially attributed to repairs to damaged facilities, but more importantly, increased education and awareness. In June we hosted our Occupational Safety and Health ("OSH") Week where team members were able to visit game booths to raise their OSH awareness, win prizes, and attend seminars conducted by the Labour Affairs Bureau ("DSAL") which featured talks, exercises and videos on topics including hotel industry health and safety tips and knowledge of OSH-related anatomy to prevent strains and other injuries.

On a day-to-day basis, all team members are in charge of their own safety, while the responsibilities of identifying risks are assigned to our Safety Wardens. These individuals receive specialized training in OSH and have regular meetings with various departments to formulate precautionary measures and supervise related practices, ensuring that all OSH objectives are met by following up on the results. When accidents do occur on-site, we have injured individuals cared for by our 24-hour clinic for triage and assessment before transfer to hospital, if necessary.



APPENDIX TO 2019 SUSTAINABILITY REPORT

ABOUT OUR SUSTAINABILITY REPORT

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (“GRI”) Standards: Core option and is in line with the reporting requirements of the Environmental, Social and Governance (“ESG”) Reporting Guide in Appendix 27 of the Stock Exchange of Hong Kong Limited (“HKEX ESG Reporting Guide”). The report accompanies our 2019 Annual Report and covers the financial year ended December 31, 2019. The report covers our five properties in Macao, namely The Venetian Macao, Sands Macao, The Plaza Macao, Sand Cotai Central, and The Parisian Macao, as well as select data from our land and sea transportation services. It does not include off-site support services as they do not represent our core business or data from properties managed by hotel partners.

CONTACT US

We welcome your feedback on this report and any aspect of our sustainability management approach and performance. Comments or feedback can be sent by email to SCL.Sustainability@sands.com.mo.

Appendix to 2019 Sustainability Report

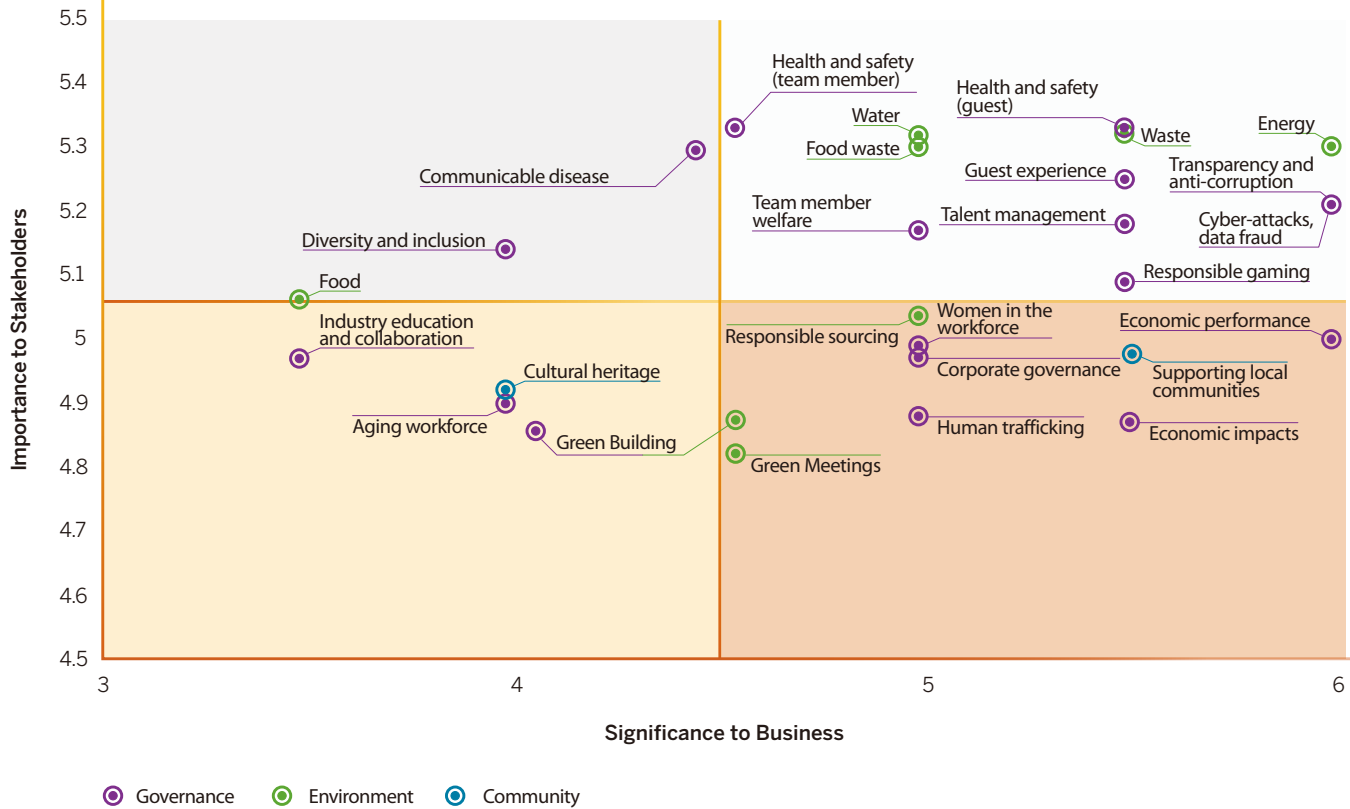
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MATERIALITY PROCESS AND TOPICS

In 2017 we underwent an extensive materiality assessment in line with GRI Standards principles of defining report content. This process included benchmarking, an extensive online survey of stakeholders, targeted focus groups, interviews with senior management and the Executive Committee; and sign-off from our Board of Directors.

In 2019 we reviewed our material topics ranked by stakeholders to confirm their relevance, scan for emerging trends and topics, and identify new ways to

manage our material areas. We did so through interviews and focus groups with key topic leaders and our Sands ECO360 Committee, respectively. Following this process, there were no changes to our material topics. That said, in an effort to improve our reporting disclosure, our 2019 Sustainability Report has incorporated the 2018 changes to GRI Standards: Occupational health and safety, and Water and effluents.



Topics are grouped by their placement in this report, namely Environment (covering all topics related to Sands ECO360 pillars), Community (covering Sands Cares) and Governance, (covering responsible business and responsible employer topics). The impact boundary of each topic has been indicated in the HKEX KPI and GRI Index.

Key themes including Transportation, Food and Procurement were introduced at the global level in 2018, are not listed on our materiality matrix (which was developed in 2017). We conduct stakeholder engagement annually, alternating between internal and external stakeholders each year. The stakeholder engagement serves as an invaluable input for prioritizing relevant areas of focus. Our next comprehensive materiality assessment will reflect any new emerging sustainability topics as we continue to adjust our strategy to address stakeholder concerns and expectations.

HKEX ESG REPORTING GUIDE: KPI INDEX

Name	Description	Page, reference or additional comment
A. Environmental		
Aspect A1: Emissions		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	2019 Sustainability Report (p.8-23) Sands ECO360 sets goals, objectives and guidelines for Company's environmental responsibility to reduce our emissions and waste. There are various policies in place across departments to ensure that we actively manage air and GHG emissions, effluents and generation of waste, such as Environmental Responsibility Policy , Global Sustainable Procurement Policy , and our Sustainable Development Standards . Our Green Meetings and Events program is managed through the application of our certified ISO 20121 Event Sustainability Management System. Sands China maintains an up-to-date legal register which includes the relevant environmental laws, and regularly update our "Green Action" intranet page with environmental legislation and regulations to ensure our departments and team members are aware of requirements. An example of a new regulatory requirement is the law of "Restrictions on the provision of plastic bags" which passed in the Legislative Assembly in August, and the "Plastic bag charge" measure that became effective in November. There were no incidents of non-compliance in 2019 with regard to environmental laws or regulations.
KPI A1.1	The types of emissions and respective emissions data.	2019 Sustainability Report (p.12-17) Appendix to the 2019 Sustainability Report (p.47-48, 60-61) Our air quality emissions for NOx, SOx and PM are given by applying the conversion factors provided by the Stock Exchange for Hong Kong as a proxy. As Hong Kong Stock Exchange does not provide emission factors for CNG and marine fuel, this disclosure is incomplete.
KPI A1.2	GHG emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2019 Sustainability Report (p.14) Appendix to the 2019 Sustainability Report (p.48) The unit used (MT CO ₂ e) is that applied at a group level. Our figures for GHG emissions are verified by third-party experts.
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2019 Sustainability Report (p.12-17) Appendix to the 2019 Sustainability Report (p.49-50) Our waste is managed in accordance with Sands ECO360. We do not categorize as 'hazardous' and 'non-hazardous,' rather we record and manage our waste based on 'Diverted' and 'Non-Diverted', and categorize as: Standard (plastic, metal, paper, etc.); Organic (food waste, cooking oil etc.); and Other (batteries, e-waste, light bulbs, soap, shampoo, etc.). This approach is based on our focus on conserving natural resources. The unit used (ton) is applied at a group level. Our figures for waste are verified by third-party experts.
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	2019 Sustainability Report (p.12-17) Appendix to the 2019 Sustainability Report (p.49-50) Our waste is managed in accordance with Sands ECO360. We do not categorize as 'hazardous' and 'non-hazardous,' rather we record and manage our waste based on 'Diverted' and 'Non-Diverted', and categorize as: Standard (plastic, metal, paper, etc.); Organic (food waste, cooking oil etc.); and Other (batteries, e-waste, light bulbs, soap, shampoo, etc.). This approach is based on our focus on conserving natural resources. The unit used (ton) is applied at a group level. Our figures for waste are verified by third-party experts.

Name	Description	Page, reference or additional comment
KPI A1.5	Description of measures to mitigate emissions and results achieved.	2019 Sustainability Report (p.8-9, 12-17)
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	2019 Sustainability Report (p.8-9, 12-23) Waste management, including hazardous waste, is a key component of the Environmentally Responsible Operations pillar of Sands ECO360. We treat hazardous waste such as paint, paint oil, and chemicals in accordance with local regulation and divert it via Macao's Hazardous Waste Management Plant.
Aspect A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	2019 Sustainability Report (p.8-23) Appendix to the 2019 Sustainability Report (p.46, 49-50) For more information, please refer to General disclosure for "A1: Emissions".
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2019 Sustainability Report (p.14-15) Appendix to the 2019 Sustainability Report (p.47-48) The unit used (gigajoules, GJ) is applied at a group level. Our figures for energy consumption are verified by third-party experts.
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2019 Sustainability Report (p.13,15)
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	2019 Sustainability Report (p.8-9, 12-14, 16-21)
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	2019 Sustainability Report (p.8-9, 12-13, 15) Appendix to the 2019 Sustainability Report (p.49) All water is supplied from municipal sources, and therefore we do not have any issues in sourcing water for our operations.
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging has not been identified within our Sands ECO360 global strategy nor identified as a material topic. Packaging related to procurement of goods is handled as part of the waste management system.
Aspect A3: The Environment and Natural Resources		
General disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	2019 Sustainability Report (p.8-13, 16-23) Our commitment to reducing the impact our operations have on the natural environment is part of the Environmental Responsibility Policy's mission statement. As part of our efforts to deliver on this mission, minimizing our impact on biodiversity and natural ecosystems is important for us. In addition, our mission towards combating climate change and pollution will have an indirect impact on restoring biodiversity and ecology at large.
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	2019 Sustainability Report (p.8-23)

Name	Description	Page, reference or additional comment
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.53-55) To demonstrate our commitment to equal opportunities, an Equal Employment Opportunities Policy is in place, allowing all equal access to career opportunities (aside from those who are under 21 who are legally restricted from working on gaming floors, as regulated by the DICJ). In 2018 we introduced an Anti-Harassment and Discrimination Policy which was rolled out with training delivered to all team members.
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	2019 Sustainability Report (p.4-5) Appendix to the 2019 Sustainability Report (p.58-59)
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Appendix to the 2019 Sustainability Report (p.58-59)
Aspect B2: Health and Safety		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.55-57)
KPI B2.1	Number and rate of work-related fatalities.	Appendix to the 2019 Sustainability Report (p.60)
KPI B2.2	Lost days due to work injury.	Appendix to the 2019 Sustainability Report (p.60)
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.55-57)
Aspect B3: Development and Training		
General disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.53-54) We offer a range of soft and hard skills in-house and partner with academia and government institutions to continuously develop employee skills and progression. We have an education assistance policy program and connect with local talent development government authorities to promote government sponsored training. We also have concessions on sabbatical periods which are contextual and extended on a case by case situation.

Name	Description	Page, reference or additional comment
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.59)
KPI B3.2	The average training hours completed per employee by gender and employee category.	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.59)
Aspect B4: Labor Standards		
General disclosure	<p>Information on:</p> <p>a) the policies; and</p> <p>b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.</p>	<p>2019 Sustainability Report (p.29)</p> <p>Sands China adheres to the Macao Labour Law. No child or forced labor cases have ever been identified.</p> <p>Our Supplier Code of Conduct requires suppliers to agree and comply with all applicable laws, codes, and regulations in their jurisdiction as well as with our human rights, labor rights, health and safety, environment, ethics and compliance, and monitoring and evaluation standards. Suppliers shall not employ any persons under the age of 15 or the applicable minimum legal age for employment, whichever is higher. For more information, please refer to the Supplier Code of Conduct.</p> <p>We also adopt LVS' Global Anti-Human Trafficking Policy outlining efforts to uphold our principles by refusing to support or tolerate human rights abuses in any facet of our business. This policy applies to all businesses, team members, agents, contractors, subcontractors, and suppliers worldwide when acting within their scope of employment or contract. For more information, please refer to the Anti-Human Trafficking Policy. This policy was reviewed and updated in September 2019, though the most recent copy is yet to be uploaded online.</p>
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	<p>All team members are required to have written contracts and to provide true identification ("ID") copies. Non-local team members are also required to get approval from the Macao Government in which their ID and ages are checked. The Company does not hire team members of age less than 18 years. Minors of age under 21 years cannot work in casino areas.</p> <p>The following is also implemented to ensure we comply with legislation and regulatory requirements:</p> <ul style="list-style-type: none"> - Dos & Don'ts session - Internal Audits - Annual Compliance training - Reviewing and addressing team members' complaints <p>Team members' onboarding training includes human trafficking modules for those who are responsible for global supply chain as well those who manage other team members. There is also targeted training for those who are involved in public facing roles on how to spot and respond to suspected instances of human trafficking on our property.</p>

Name	Description	Page, reference or additional comment
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	<p>2019 Sustainability Report (p.28)</p> <p>We take a zero tolerance approach regarding the use of human trafficking including sex trafficking, slavery, forced, involuntary or coerced labor. Failure to comply will result in disciplinary action up to and including termination of employment. If a contractor, subcontractor or supplier is found in violation of this policy, prompt remedial measures will be taken to address the violation, up to and including termination of the business relationship.</p> <p>An independent auditor is engaged to review our supply chain performance. Quality Assurance team under Procurement & Supply Chain Department will discuss and review the audit results with suppliers. Corrective Action Plan will be developed jointly with suppliers with concrete timeline for improvement.</p>
Operating Practices		
Aspect B5: Supply Chain Management		
General disclosure	Policies on managing environmental and social risks of the supply chain.	<p>2019 Sustainability Report (p.28)</p> <p>A four-step approach is taken to managing supply chain risk:</p> <ol style="list-style-type: none"> 1. Risk identification. Environmental and social related risk information is consolidated in a risk inventory that forms the basis of Sands China's risk assessment. 2. Risk assessment. Risks are scored and assessed based on relative exposure. A risk ranking is produced to identify priority risks. 3. Risk response. Risk Owners are identified and assigned responsibility for managing each risk. Risk mitigation plans are put in place for each risk. 4. Risk monitoring. Risk Owners monitor known and emerging risks, as well as the implementation and effectiveness of risk mitigation plans, and update our Enterprise Risk Management Committee. <p>In support of the government's initiative to buy local, we work to identify and procure goods and services locally. In 2019, 78% of our suppliers are Macao local suppliers. Our local SME Supplier Support Program gives SMEs opportunities to advance their capabilities of working with large businesses like ours who require minimum environmental, social and quality standards. The Sands Procurement Academy, which has trained over 172 companies since its launch, delivers courses on effective warehouse operations, quality assurance, logistics management, procurement process and system overview, procurement contracts, Supplier Code of Conduct, and the eight disciplines (8D) model of problem solving. In late 2019, we added a new course, Macau Labour Law Fundamentals, to the roster.</p>
KPI B5.1	Number of suppliers by geographical region.	<p>This year, we engaged 2,531 global suppliers, majority of which are located in Asia. More than half of our suppliers are local Macao companies.</p>

Name	Description	Page, reference or additional comment
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	2019 Sustainability Report (p.28) Each year we engage a third-party auditor to conduct 15 spot check audits in our suppliers. We initiated this practice since 2012 and we have audited 119 suppliers in total.
Aspect B6: Product Responsibility		
General disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	2019 Sustainability Report (p.27-28) Appendix to the 2019 Sustainability Report (p.53)
KPI B6.1	Percentage of products subject to recalls for safety and health reasons.	Not relevant for Sands China as a service-based business.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	2019 Sustainability Report (p.28) Four Seasons Hotel Macao, Cotai Strip, The St. Regis Macao, Cotai Strip, Sheraton Grand Macao, Cotai Strip, Conrad Macao, Cotai Strip, are under management contracts and, as such, conduct their own proprietary customer satisfaction surveys, the results of which are not included in this report .
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Not relevant for Sands China as a service-based business.
KPI B6.4	Description of quality assurance process and recall procedures.	Not relevant for Sands China as a service-based business.
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	2019 Sustainability Report (p.27) Appendix to the 2019 Sustainability Report (p.52)

Name	Description	Page, reference or additional comment
Aspect B7: Anti-Corruption		
General disclosure	<p>Information on:</p> <p>a) the policies; and</p> <p>b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p>	<p>2019 Sustainability Report (p.27)</p> <p>In Macao, we are subject to the following laws and regulations governing corruption:</p> <ul style="list-style-type: none"> - Macau Penal Code which criminalizes corruption - OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions - U.S. Foreign Corrupt Practices Act (“FCPA”) <p>We are required to report all transactions that may be deemed suspicious as part of our Anti-Money Laundering (“AML”) controls. This is enforced in collaboration of local regulators from the DICJ, Monetary Authority of Macao and the Financial Intelligence Office (“GIF”). Large Sum Transactions Reports are required to be filed with the DICJ while Suspicious Transactions Reports are required to be filed with GIF. In addition to verifying a customer’s identity through reliable, independent source documents, LVS authenticates identification documents and screens customers against various sanctions including the Politically Exposed Persons (“PEP”) and other watch lists using an outside vendor. We conduct regular screenings of customer database against the published lists by the U.S. Treasury Office of Foreign Assets Control to search for terrorists, drug traffickers and specially designated nationals. At several points during a customer’s interaction with our Company, we also screen for PEP status. For identified PEPs, we research and document their sources of wealth, monitor their transactions and in some circumstances, restrict their transactions. Our Company policies require increased levels of management review and approval for PEP customers based on transaction value thresholds.</p>
KPI B7.1	<p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.</p>	<p>2019 Sustainability Report (p.27)</p> <p>This year, there were no confirmed cases regarding bribery, extortion, fraud, or money laundering.</p>

Name	Description	Page, reference or additional comment
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	<p>2019 Sustainability Report (p.27)</p> <p>Reports of alleged misconduct come into the Company in a variety of ways, including the Ethics Hotline, direct emails, and through management reporting. Whistleblowers are protected from retaliation and all information obtained during investigations remains confidential (aside from details needed to take remedial action and/or when complying with applicable laws). Once a report is made, an appropriate investigator will conduct a prompt, fair, and thorough investigation.</p> <p>If it is determined that a violation has occurred, the Company will take prompt remedial action commensurate with the severity of the offense. This may include disciplinary action against the accused party, up to and including termination. Reasonable and necessary steps will also be taken to prevent any further violation of the policy at issue. For more information, please refer to our Reporting and Non-Retaliation Policy.</p>
Community		
Aspect B8: Community Investment		
General disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	<p>Our parent company LVS has developed a comprehensive strategy on environmental and social responsibility initiatives.</p> <p>Sands China commits to a Corporate Social Responsibility ("CSR") strategy integrated with all aspects of company management and looks very carefully at the bigger picture - how responsible conduct at Sands China fits into our global business based on four main pillars:</p> <ol style="list-style-type: none"> 1. The commitment to our team members and local talent; 2. Creating an energetic community; 3. Providing outstanding service to our customers; and 4. Taking leadership in thought and action to protect our environment.
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	<p>2019 Sustainability Report (p.25)</p> <p>Appendix to the 2019 Sustainability Report (p.61)</p>
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	<p>2019 Sustainability Report (p.25)</p> <p>Appendix to the 2019 Sustainability Report (p.61)</p>

GRI Content Index

GRI Standard 102: General Disclosures 2016		
Disclosure	Description	Page, reference or additional comment
Organizational Profile		
102-1	Name of the organization	Sands China Ltd.
102-2	Activities, brands, products, and services	2019 Sustainability Report (p.4-5) 2019 Annual Report (p.22-32) More information about Sands China is available on the Company's website: https://www.sandschina.com
102-3	Location of headquarters	The Venetian Macao-Resort-Hotel, Executive Offices, L2, Estrada da Baia de N. Senhora da Esperanca, s/n, Taipa, Macao
102-4	Location of operations	2019 Sustainability Report (p.4-5) 2019 Annual Report (p.26, 31)
102-5	Ownership and legal form	2019 Annual Report (p.119) The Company was incorporated in Cayman Islands as an exempted company with limited liability.
102-6	Markets served	2019 Sustainability Report (p.4-5) 2019 Annual Report (p.19-25,60)
102-7	Scale of the organization	2019 Sustainability Report (p.4-5) 2019 Annual Report (p.27, 113-201)
102-8	Information on employees and other workers	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.58-60)
102-9	Supply chain	2019 Sustainability Report (p.28) Our supply chain covers a very board spectrum of goods and services procured for the group, the most labor-intensive areas are cleaning, catering, and housekeeping. These services represent a significant proportion of the workforce. For information on number of suppliers and geographical location, refer to KPI B5.1.
102-10	Significant changes to the organization and its supply chain	There were no significant changes to our organization's size, structure, ownership, or supply chain during 2019.
102-11	Precautionary principle and approach	We apply the Precautionary Principle through our commitment to environmentally responsible operations, see: https://www.sands.com/sands-eco-360/our-strategy/360-responsible-operations.html

GRI Standard 102: General Disclosures 2016		
Disclosure	Description	Page, reference or additional comment
Organizational Profile		
102-12	External initiatives	Initiatives include: <ul style="list-style-type: none"> - U.S. Green Building Council - ASHRAE Macau - United Nations Sustainable Development Goals - Science-Based Targets - WWF’s Earth Hour “Just One” Hotels Programme - The Macau IEF Rehabilitation Centre for Problem Gamblers - Sheng Kung Hui Macau Social Services Coordination Office - Young Men’s Christian Association of Macau - Clean the World - Green Monday
102-13	Membership of associations	Memberships include: <ul style="list-style-type: none"> - U.S. Green Building Council - ASHRAE Macau - Macau European Chamber of Commerce - Macau Responsible Gaming Association - Macau Gaming Management Association - Macau Management Association - Macao Chamber of Commerce - American Chamber of Commerce - American Gaming Association - The Women’s General Association of Macau - Macao Association for Promoting Community Economic Development - Macao Federation of Trade Unions - General Union of Neighborhood Associations of Macau - Macau Association of Composers, Authors & Publishers - Macau Association of Retailers & Tourism Services - Macao Convention & Exhibition Association - Macau Hotel Association - Portuguese Chinese Chamber of Commerce and Industry - Macao Association of Young Employees in the Gaming Industry
Strategy		
102-14	Statement from senior decision maker	2019 Sustainability Report (p.1)
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	2019 Sustainability Report (p.8-9,26) Please refer to our Code of Business Conduct and Ethics .
Governance		
102-18	Governance structure	2019 Sustainability Report (p.8-9, 26-27) 2019 Annual Report (p.65-87)

GRI Standard 102: General Disclosures 2016		
Disclosure	Description	Page, reference or additional comment
Stakeholder Engagement		
102-40	List of stakeholder groups	2019 Sustainability Report (p.22-23) Appendix to the 2019 Sustainability Report (p.30-31) Sands China's stakeholder groups include company executives, team members, investors, government agencies, suppliers, guests and customers, and our community.
102-41	Collective bargaining agreements	There are no collective negotiation or collective bargaining agreements in Macao as there are no trade unions or workers' committees.
102-42	Identifying and selecting stakeholders	Appendix to the 2019 Sustainability Report (p.31-33) Individuals selected for engagement are chosen based on their prior relationship with Sands China, their understanding of sustainability and our business, and their willingness to engage.
102-43	Approach to stakeholder engagement	Appendix to the 2019 Sustainability Report (p.31-33)
102-44	Key topics and concerns raised	Appendix to the 2019 Sustainability Report (p.31-33)
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2019 Annual Report (p.195-200)
102-46	Defining report content and topic boundaries	Appendix to the 2019 Sustainability Report (p.31-33) Report content and topic Boundaries are defined by considering the most significant economic, environmental, and social impacts, as well as the concerns of our stakeholders.
102-47	List of material topics	Appendix to the 2019 Sustainability Report (p.33)
102-48	Restatements of information	
102-49	Changes in reporting	There are no significant changes in material topics and topic boundaries as there were no significant changes to our business.
102-50	Reporting period	January 1–December 31, 2019.
102-51	Date of most recent report	Sands China Ltd. 2018 Sustainability Report, published in June 2019.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	SCL.Sustainability@sands.com.mo
102-54	Claims of reporting in accordance with the GRI Standards	Sand China Ltd. 2019 Sustainability Report is in accordance with the GRI Standards: Core option.
102-55	GRI content index	This GRI Index and Appendix can be found on our website.
102-56	External assurance	The GHG emissions, energy consumption, water withdrawal, and waste generation data included in the report was assured by a third-party verifier. See our https://www.sandschina.com/community-affairs/download-reports.html online.

GRI 200: Economic

GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Transparency and Anti-Corruption			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.26-27) Appendix to the 2019 Sustainability Report (p.32-33) Ensuring that Sands China operates transparently and is committed to anti-corruption is central to our commercial success. We expect all those we do business with to maintain the highest level of ethical behavior. The impacts of this topic occur throughout our business, including our suppliers and communities.
	103-2	The management approach and its components	2019 Sustainability Report (p.26-27) Transparency and anti-corruption is the ultimate responsibility of the Compliance Department, with strong support from Sands China's Board of Directors and Audit Committee. We have several policies and management controls in place to prevent corruption in all our operations. For more information, please refer to our Code of Business Conduct and Ethics . Our Supplier Code of Conduct also includes a corruption and bribery prohibition. We enforce a strict Anti-Corruption Policy that prohibits any bribes or kickbacks whether to a Government Official or anyone else with whom we do business with. We refuse to pay "grease" or make "facilitation" payments to speed up Government Official in carrying out their duties and limit the gifts and entertainment we may accept from or give to other Covered Persons or entities with whom we do business. We also comply with our own Charitable Contributions and Sponsorship Policy, which requires management and Compliance Department approvals. For more information, refer to "Aspect B7: Anti-Corruption".
	103-3	Evaluation of the management approach	2019 Sustainability Report (p.26-27) We continually monitor our performance through several mechanisms, including our Audit Committee and our ethics hotline, as well as the completion of training by key personnel. Policies are reviewed at a minimum every two years while spot checks are conducted annually by the Audit Services Group. Details of Sands China's compliance with relevant laws and regulations are provided in the Business Review section and the Corporate Governance Report within our 2019 Annual Report (p.17-63, and p.65-108 respectively).
GRI 205: Anti-corruption 2016	102-4	Communication and training about anti-corruption policies and procedures	2019 Sustainability Report (p.27) During onboarding, all team members receive Compliance training, including a module on the Anti-Corruption Policy . Training is mandatory for all employees of all grades, and refreshed on an annual bases. As both onboarding and refresher training takes place at different times of the year, and as training modules have been updated in 2019, we are currently revising the method in which training completion numbers and rates are tracked. Full breakdown on number and percentage of training and communication on anti-corruption policies and procedures will be provided in the 2020 Sustainability Report. Anti-Corruption policies and procedures are also communicated to business partners, e.g., suppliers, agents, at the time of contracting, and depending on the type of business partner, annually thereafter. Last year, we communicated our Anti-Corruption procedures with 1,053 suppliers.

GRI 300: Environmental			
GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Energy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topics and its boundaries	2019 Sustainability Report (p.8-23) Energy is used widely throughout our Company in the form of electricity purchased from the grid and direct energy sources including gasoline, diesel, natural gas and liquefied petroleum gas (“LPG”). The boundary of impacts from energy use mainly occur from our own operations and from our supply chain.
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	<p>We consciously aim to reduce our environmental footprint in our own operations. Sands ECO360 global sustainability strategy drives the Energy Management System to achieve our goals on emission reduction. The fundamentals are driven from International Energy Conservation Code (“IECC”) 2015, ISO 50001, LEED, ASHRAE Standards, etc. For example, our MICE space is certified with ISO 20121. We set internal KPIs against our five-year targets and annual goals. Relevant heads of departments (e.g. Facilities, Convention and Exhibition, and Sustainability) have the energy KPIs included in their departmental targets. Energy reports are provided monthly during the Sands ECO360 Council meetings.</p> <p>We have set ambitious GHG emission reduction targets which have been approved by the Science-Based Targets initiative (the first integrated resort company to have done so).</p> <p>We measure and manage our environmental performance by recording and analyzing utility data to improve our operations. Our commitment to sustainability is validated through third-party disclosure frameworks, such as the CDP and the Dow Jones Sustainability Index, and Hong Kong Stock Exchange Carbon Footprint Repository. Scope 1, scope 2 and scope 3 emissions data have been externally verified.</p> <p>If there are any environmental related grievances or questions, they can be emailed to SCL.Sustainability@sands.com.mo, which is managed by responsible personnel from Sustainability, Legal and Public Relations Departments.</p> <p>For more information, please refer to our Environmental Responsibility Policy.</p>

GRI 300: Environmental

GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<p>2019 Sustainability Report (p.14)</p> <ul style="list-style-type: none"> a. Total 2019 non-renewable fuel consumption 2,431,212 GJ across our resort and ferry operations, with our ferry operations accounting for 1,922,197 GJ of this total (or 79.1%). Non-renewable fuels include mobile fuels (CNG, diesel and gasoline), marine fuel, natural gas, and LPG. b. Total 2019 renewable fuel consumption is 0 GJ. Renewable energy will be considered moving forward. c. In gigajoules (GJ), the total: <ul style="list-style-type: none"> i. electricity consumption in 2019 is 2,351,747 GJ ii. heating consumption in 2019 is 0 GJ iii. not applicable iv. steam consumption is not applicable d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> v. electricity sold is not applicable vi. heating sold is not applicable vii. cooling sold is not applicable viii. steam sold is not applicable e. Total energy consumption (i.e. renewable fuels, non-renewable fuels, and electricity, renewable energy generated onsite) in 2019 amounts to 4,782,960 GJ across our resort and ferry operations. f. Monthly energy consumption is tracked via monthly invoices from the local utilities. g. All conversion factors were verified via expert third-party calculations of our 2019 GHG inventory data.
	302-3	Energy intensity	<p>2019 Sustainability Report (p.14)</p> <ul style="list-style-type: none"> a. 101.6 MJ/sq.ft (conditioned) for resort operations and 1,908.3 MJ/nautical mile for ferry operations. b. Denominator of 28,168,548 sq.ft (conditioned) represents total square footage of conditioned space for resort operations, while 1,007,265 nautical miles represents distance travelled for ferry operations. c. All applicable energy sources (e.g. fuel, electricity, heating, cooling) are included, after conversion to GJ. d. Ratio uses energy consumption within the organization.
	302-4	Reduction of energy consumption	<p>2019 Sustainability Report (p.14)</p> <ul style="list-style-type: none"> a. In 2019, newly implemented energy efficiency projects, coupled with ongoing operational improvements, contributed to a reduction in energy use of 23.4 million kWh (or 84.13 million MJ) of energy across resort operations. b. Energy reductions include reductions in electricity usage. c. All reductions reported above occurred during calendar year 2019 compared to 2018. Overall targets are set to a 2015 baseline. d. A conversion factor of 1 kWh to 3.6 megajoules (MJ) was employed in the calculations.

GRI 300: Environmental			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	2019 Sustainability Report (p.13-14) a. 167,414 MT CO ₂ e across our resort and ferry operations, with 30,134 MT CO ₂ e from our resort operations (18.0%) and 137,281 MT CO ₂ e from our ferry operations (82.0%). b. CO ₂ , CH ₄ , N ₂ O, HFCs (PFCs, SF ₆ , NF ₃ are not relevant to our operations). c. 0 MT CO ₂ e biogenic CO ₂ emissions. d. Global Warming Potential values were retrieved from 'The Climate Registry General Reporting Protocol, v2.1, January 2016, p196, Appendix B, Table B.1, AR5'. e. Financial control. f. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
	305-2	Energy indirect (Scope 2) GHG emissions	2019 Sustainability Report (p.13-14) a. 576,832 MT CO ₂ e. Electricity purchased only relates to our resort operations. b. All emissions presented relate to our Macao market. c. CO ₂ , CH ₄ , N ₂ O, HFCs (PFCs, SF ₆ , NF ₃ are not relevant to our operations). d. Not applicable — year-on-year calculation. e. Global Warming Potential values were retrieved from 'The Climate Registry General Reporting Protocol, v2.1, January 2016, p196, Appendix B, Table B.1, AR5'. f. Financial control. g. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
	305-4	GHG emission intensity	2019 Sustainability Report (p.13-14) a. 21.5 MT CO ₂ e/1000sq.ft for our resort operations, and b. 0.14 MT CO ₂ e/nautical mile for our ferry operations. c. Metric tons CO ₂ e per 1,000 square foot of conditioned space for resort operations, and nautical miles travelled for ferry operations. d. Scope 1 and Scope 2. e. CO ₂ , CH ₄ , N ₂ O, HFCs (PFCs, SF ₆ , NF ₃ are not relevant to our operations).
	305-5	Reduction of GHG emissions	2019 Sustainability Report (p.13-14) a. In 2019, 24 energy efficiency projects were implemented. Despite these efforts, this year our absolute GHG emissions increased compared to 2018 emissions. b. CO ₂ , CH ₄ , N ₂ O, HFCs (PFCs, SF ₆ , NF ₃ are not relevant to our operations). c. Compared to 2018. Overall GHG targets are set to a 2015 baseline. d. Energy efficiency projects implemented in 2019 targeted Scope 1 and 2 emissions. e. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

GRI 300: Environmental			
GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Water			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.8-9) Appendix to the 2019 Sustainability Report (p.32-33) Water is used throughout our properties for cleaning, filling swimming pools and canals, and in spas and bathrooms. The impacts mainly occur from the water use of our own operations and from our supply chain.
	103-2	The management approach and its components	Sands ECO360 global sustainability strategy drives our approach to water management to achieve our goals on water reduction. Similar to energy, our approach is aligned to the fundamentals of LEED, ASHRAE Standards, etc. We are committed to the conservation of natural resources (in particular, water) as it is one of the cornerstones of Sands ECO360. We have also set water intensity reduction targets as well as internal KPIs and department goals. Water reports are provided monthly during the Sands ECO360 Council meetings.
	103-3	Evaluation of the management approach	Initiatives put in place include low flow water fixtures, leak monitoring and management processes, automatic irrigation systems and awareness raising with team members. Despite our efforts, we are observing an upward trend in 2019 due to the addition of a new property (in 2016) with 2,900 hotel rooms for our absolute water use. For more information, please refer to our Environmental Responsibility Policy , or management approach for "Energy".
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Over 90% of Macao's water comes from the West River's Modaomen Channel in the Zhuhai City. For description of the management approach for water and its use as a shared resource, please refer to our CDP Water Security submission.
	303-2	Management of water discharge-related impacts	
	303-3	Water withdrawal	2019 Sustainability Report (p.15) a. Total liters: b. Nil surface water c. Nil ground water d. Nil seawater e. Nil produced water f. 1,844 million gallons from municipal water supply g. Monthly water consumption is tracked via monthly invoices from the local utilities.
Topic: Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.8-9) Appendix to the 2019 Sustainability Report (p.32-33) Waste takes many shapes and forms. Our three key waste streams are food waste, construction waste and waste from events. The impacts of waste mainly occur from our own operations.
	103-2	The management approach and its components	

GRI 300: Environmental			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 103: Management Approach 2016	103-3	Evaluation of the management approach	We have been recycling since 2012. Today, we look to encourage circular economy through reduction, reuse, recycling and waste to energy. Contracts are in place to manage the following items: Paper, plastic, metal and aluminum, cooking oil, batteries and other e-waste (including computers, monitors, televisions, projectors, water dispensers, vacuums, and hair dryers), toner cartridges, light bulbs, playing cards and mattresses. Wooden pallets are often collected and reused by contractors. We have established recycling champions team and green ambassadors to set targets, map processes, drive initiatives, field activities, and communicate with various stakeholders to embrace waste reduction and recycling. Monthly, quarterly and annual reviews with champions and ambassadors help to measure our progress, achievements, and challenges to push the boundaries and explore new opportunities to enhance the program. We measure and manage our environmental performance by recording and analyzing data from contractors to improve our operations. We also engage a third-party expert to verify waste generation. For more information, please refer to our Environmental Responsibility Policy , or management approach for "Energy".
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	2019 Sustainability Report (p.15) Waste information is provided by the waste disposal contractor and supported by documentation.
	306-3	Significant spills	There were no significant spills to report from our operations.
Topic: Food Waste			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.8-9) Appendix to the 2019 Sustainability Report (p.32-33) Food waste occurs both at restaurants offered to guests and visitors, as well as our team member restaurants. The impacts of food waste occur from our own operations.
	103-2	The management approach and its components	This year we conducted food waste audits, utilize digesters and de-watering technology, donate food to local animal shelters and organize our annual Clean Plate Challenge.
	103-3	Evaluation of the management approach	For more information, please refer to management approach for "Effluents and Waste".
	Non-GRI	Volumes of food waste	In 2019, 2,600 tons of food waste was produced at our team member restaurants at The Venetian Macao, Sands Cotai Central, Sands Macao, The Parisian Macao and Four Seasons Macao. Of this, 646 tons were recycled by food digesters while 25 tons were treated by a dewatering waste station.
	Non-GRI	Reduction of food waste	In 2019, the amount of food waste produced in team member restaurants remained similar to previous years (2,604 tons of food waste). This year, we expanded efforts in food waste diversion where 503 kilograms were donated to two local animal shelters (AAPAM and Anima).

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Responsible Gaming			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.27) Appendix to the 2019 Sustainability Report (p.32-33)
	103-2	The management approach and its components	Sands China remains committed to supporting the Macao Government’s responsible gaming measures and recognizes the importance of responsible gaming in the Macao community. Our Chief Responsible Gaming Officer and Vice President of Special Gaming Projects is responsible for managing our responsible gaming programs, including The Responsible Gaming Ambassador program.
	103-3	Evaluation of the management approach	We also maintain close communication with government departments, including DICJ (gaming regulator) and IAS (Social Welfare Bureau). Regular feedback is obtained to ensure our responsible gaming initiatives are being well received. We also proactively seek advise in order to improve and enrich our program. An annual responsible gaming report is being submitted to DICJ with follow-up actions when needed. As mandated by local law, our team members (including both gaming and non-gaming team members), are strictly prohibited from gaming at any Sands China venue. We also strongly advice that our team members do not gamble at any other venues in Macao. A 24-hour counseling service is available to all team members and their families via our Employee Assistance Program. Starting from December 2019, Macao Law restricts designated Macao casino workers from entering Macao casinos during off-duty hours excepted for the first three days of Lunar New Year. Sands China has been supportive to the implementation of the Law where intensive training and promotion has been conducted so as to educate team members of the new regulations to ensure clarity and compliance. For more information see our Company’s website: https://www.sandschina.com/ebook/Game-Responsibly.html
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	2019 Sustainability Report (p.27) We have had no incidents of non-compliance with regulations or voluntary codes in 2019 relating to product and service information or labelling, and have received no fines, penalties or warnings.
	417-3	Incidents of non-compliance concerning marketing communications	2019 Sustainability Report (p.27) We have had no incidents of non-compliance with regulations or voluntary codes in 2019 relating to marketing communications, and have received no fines, penalties or warnings.

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Cyber Attacks, Data Fraud and Theft			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.27) Appendix to the 2019 Sustainability Report (p.32-33) We are committed to protecting the information that our guests, prospective guests, patrons, team members, and suppliers have entrusted to us. Cybersecurity is overseen by a Data Protection Officer and Legal Department alongside a privacy team dedicated to draft and implement data protection policies and procedures across the organization.
	103-2	The management approach and its components	Sands China adheres to the relevant legislation and regulation in terms of cybersecurity, namely the Gaming laws and the Gaming Sub-Concession Agreement, the Macao Personal Data Protection Act 2017, and the Criminal Code and Law 11/2009 (IT Crimes). Breaching any of these privacy policies and procedures may lead to disciplinary sanctions. In December 2019, the Macau Cybersecurity Law ("MCSL") came into force.
	103-3	Evaluation of the management approach	At the global level, we follow our Global Privacy Policy. This policy sets forth the principles that govern our treatment of personal data. For our properties, we have developed our own Privacy Policy, which explains the practices on how we collect data and give options to users on how their data is collected and stored. Other cybersecurity related policies include our Confidential Information Policy, Personal Data Protection Guidelines, Information Technology Use Policy, and Personal Data Monitoring Policy. We apply a Data Loss Prevention system to monitor our emails and our network. We have also installed our server across different properties for added security and have a dedicated team responsible for protection of our data.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2019 Sustainability Report (p.27) During 2019, we received no complaints concerning breaches of customer privacy and have not identified any leaks, thefts, or losses of customer data. We have not recorded any digital attack incidents during the year.
Topic: Guest Experience and Satisfaction			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.28) Appendix to the 2019 Sustainability Report (p.32-33) Our ultimate purpose is guest satisfaction. Our Operations Excellence team is responsible for managing guest satisfaction systems and for communicating the results to our Management and Hotel Operations teams. Guest satisfaction key performance metrics targets are set for enhancing the overall guest satisfaction. These targets are communicated to the teams and monitored daily.
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
	Non-GRI	Results of surveys measuring customer satisfaction	2019 Sustainability Report (p.28) We follow the Hilton and IHG Brand Standards for our Conrad and Holiday Inn hotels at Sands Cotai Central, utilizing the survey systems implemented by both brands. We have implemented our own guest satisfaction survey measurement system (QTX) for our own brand properties; The Venetian Macao, The Parisian Macao, and Sands Macao. Other hotel brands within our resorts conduct their own proprietary customer satisfaction surveys. Our guest satisfaction scores and customer comments are reviewed daily, allowing us to take immediate action. Scores are shared during morning briefings, and reviews of service gaps and trends are communicated during monthly Reputation Management committees. Reinforcement training for our teams on service recovery and empowerment is also a key priority.

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
Topic: Health and Safety (guest)			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.28) Appendix to the 2019 Sustainability Report (p.32-33) Guest safety is overseen by the Occupational Health and Safety Department, who ensures that team members are aware of emergency procedures and that facilities are maintained in a safe and appropriate manner. Emergency drills take place annually on Sands China properties, whereas properties under different management contracts, such as Sheraton Grand Macao, may conduct more frequent drills in line with their own global standards. In order to grant annual licensing, we may be inspected by the Macao's Fire Services Bureau and Labour Affairs Bureau. As for internal audits, a qualified team member will undertake a monthly inspection following ISO 45000 guidelines. The importance of food safety management at Sands China is reflected by our ISO 22000:2005 certification for food and safety management. In 2019 this included audits of 17% of our food and beverage vendors. We also follow local government food safety law and regulations and apply the global food safety policy of LVS.
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2019 Sustainability Report (p.28) There were no confirmed incidents of non-compliance concerning health and safety impacts of our products.
Topic: Team Member Welfare			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.32-33) Each team member is provided with a handbook that includes information with respect to overtime, equal opportunity and non-discrimination, leave management and attendance policies. All human resources policies and guidelines are available to team members via our intranet (myNET). Regular departmental due diligence is undertaken, together with annual trainings on the Macao Labour Law provisions. Compensation guidelines apply to all team member levels and are applied in instances of promotion and salary adjustments. To attract, retain and motivate high performing individuals, Sands China applies an equal pay for equal work principle. Remuneration for team members is determined by reference to market practice and conditions combined with the performance of the individual. In 2009, we adopted an Equity Award Plan to attract and retain talented individuals. We offer a diverse approach to cater to the needs of our team members and encourage two-way communications via different channels, including an e-enquiry platform, team member concierge services, comment forms and focus groups. We ensure timely feedback and appropriate follow up actions on comments and ideas received from team members through a team of human resources specialists at each property.
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2019 Sustainability Report (p.29) All team members are entitled to full medical and dental care insurance plans, social security funds, maternity leave, annual leave, advance annual leave, sick leave, casual leave, compassionate leave, matrimonial leave (for those employed over three months), and group life and accident insurance. A yearly physical check-up is also provided for team members that work in smoking areas, and hospitalization leave is provided for Executive team members. Facilities provided for all team members include 24-hour team members meals, an internet lounge, recreation facilities, team member parking, 24/7 shuttle bus, showers and lockers. Team members can also enjoy discounts on Cotai Water Jet, Cotai Arena shows, CotaiExpo, hotel accommodation, restaurants and certain retail stores.
	Non-GRI	Fair compensation	2019 Sustainability Report (p.29)
Topic: Talent Management			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.32-33)
	103-2	The management approach and its components	We believe that investing in our people, through training and education, is important both for their development as well as to the execution of our strategy, and the sustainability of our business. To ensure that team members can take advantage of learning opportunities, we have developed an Educational Assistance Policy. Our team members receive formal training on eco-awareness, to drive our sustainability performance. Further, relevant team members of our workforce receive training on anti-bribery and corruption as well as responsible gaming. We provide training relevant to an individual's role, regardless of gender, other diversity factors, and team members level. For further information, see: https://www.sands.com/sands-cares/people.html and https://www.sands.com/sands-eco-360/our-strategy/stakeholder-engagement.html
	103-3	Evaluation of the management approach	Specifically, on eco-awareness and how to further drive sustainability, we engage our team members through a range of channels, including: <ul style="list-style-type: none"> - Orientation - Team member handbook - Department training - Daily pre-shift meetings - Quarterly newsletters - Property tours - Wall displays - Video messages - Sustainable product giveaways and special events
GRI 401: Employment 2016	401-1	New employee hires and turnover	Appendix to the 2019 Sustainability Report (p.58-59)

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 404: Training and Education 2016	404-1	Average hours of training per employee	Appendix to the 2019 Sustainability Report (p.58-59)
	404-2	Programs for updating employee skills and transition assistance programs	2019 Sustainability Report (p.29) Also see: https://www.sands.com/sands-cares/people.html
	404-3	Percentage of employees receiving regular performance and career development reviews	Appendix to the 2019 Sustainability Report (p.60) Also see: https://www.sands.com/sands-cares/people.html
Topic: Team Member Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.32-33) The safety and well-being of our team members is critical to Sands China. We ensure compliance with relevant laws and regulations and adhere to the Occupational Safety Guidelines issued by the Labour Affairs Bureau. We have set companywide priorities for health and safety that we monitor through our performance appraisal system.
	103-2	The management approach and its components	All our related health and safety policies are available on our intranet (myNET) for team members to retrieve anytime.
	103-3	Evaluation of the management approach	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	An Occupational Health and Safety Management System has been implemented which seeks to reduce occupational injuries and diseases through measures such as eliminating hazards and minimizing OHS risks. In 2019, this management system was developed for Sands China Facilities Management Department, responsible for the management and maintenance and went through the process to achieve certification against ISO 45001:2018. In future, this management system will be extended to other key departments including food and beverage, hotel operations and business development, housekeeping and security.

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	<p>Identifying work-related hazards is everyone's responsibility. Formal hazard identification on a regular basis is done by our team of over 300 Safety Wardens. Their role is to participate in audits in major all areas to identify and reduce hazards. In addition to carrying out these audits, Safety Wardens will work in their department to increase awareness and education to their peers. All departments will have at least one Safety Warden (or more depending on the size of the department) who receive specialized training in OHS. Wardens meet regularly with various departments to formulate precautionary measures and supervise related practices, ensuring that all OSH objectives are met by following up on the results.</p> <p>Team members can report work-related hazards in a variety of ways including through our anonymous hotline and key access points such as at team member concierge.</p> <p>It is rare that team members ask to be removed from situations they feel are hazardous – often only done when an employee has a preexisting medical condition that recommends against a specific type of work.</p> <p>Should an incident occur in the workplace, the following steps are taken:</p> <ol style="list-style-type: none"> 1. The individual will visit the in-house doctor at our 24-hour clinic to do an immediate assessment and determine if the injury should be treated on-site or sent to the hospital. 2. Once the injured team member is able, an interview is conducted along with relevant security personnel to determine whether there is are changes that can be made either to the site of the injury or the process to avoid reoccurrence. 3. If the injury was a result of an unsafe site, a maintenance request will be submitted to repair the site. <p>Majority of the injuries that occur onsite include overextensions or sprains; clamp, stab or cut, stepping on or striking against an object, fall on level ground and can be avoided with better awareness from the team member. For this reason, we post a life size poster in our heart-of-house that displays the types of injury and preventative actions that can be used to avoid them. For example, we know that as many of the cuts that occur in the kitchen can be prevented, and try to educate staff to wear stainless steel gloves and ensure workspaces are properly lit before starting work.</p>
	403-3	Occupational health services	<p>We provide Sands China provides:</p> <ul style="list-style-type: none"> - 24/7 Employee Assistance Program: Which offers a free 24-hour confidential counseling service available to all our team members and their family members. This hotline is also available to support team members with any gaming-related personal issues. - Counseling, accident prevention and risk control workshops. - An onsite team member clinic in each property for regular and emergency situations. - An annual body check for applicable team members.

GRI 400: Social			
GRI Standard	Disclosure	Description	Page, reference or additional comment
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	The Safety Committee comprised of senior management from each department monitors the performance, tracks and provides training to minimize work related injuries. The committee holds monthly meetings to discuss any trends and take appropriate action as necessary to reduce injuries at work.
	403-5	Worker training on occupational health and safety	Since 2018, 5,034 team members have attended the hotel and catering safety card training held by the Labour Affairs Bureau in Sands China's Adelson Advanced Education Centre, of which 4,782 team members have obtained the cards, representing a 95% passing rate. We have a three-year plan to have all team members receive this safety card training, new team members automatically receive the training when coming on board. The training is specific to the nature of our work in the industry, covering common hazardous situation and risk mitigation.
	403-6	Promotion of worker health	Beyond occupational health and safety training, we aim to provide a working environment that promotes holistic health and safety. As many of our team members days are spent in non-seated positions, we encourage a healthy lifestyle so that the somewhat physical demands of the job come with ease. We hang educational posters encouraging team members to stretch and relax prior to commencing work. Our housekeeping at the Venetian will even run a group stretch pre-shift to remind team members to be mindful of their bodies.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our expectations of health and safety extend beyond our own workplace. As outlined in our Supplier Code of Conduct , we expect suppliers to provide their workers with a safe and healthy workplace in line with applicable laws and regulations, and ensure that workplaces have adequate ventilation, lighting, temperature control and bathroom facilities. They must respect workers' rights to refuse unsafe work and maintain ability to report unsafe working conditions. For more information, please refer to our Supplier Code of Conduct.
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	2019 Sustainability Report (p.29) Appendix to the 2019 Sustainability Report (p.60)
		Emergency situations	See management approach for "Health and Safety (guest)".

ESG DATA

Employee Data 2019

Workforce breakdown

	Permanent full-time		Permanent part-time		Temporary		Workforce
	Male	Female	Male	Female	Male	Female	Total
The Venetian Macao*	5,129	5,406	48	68	0	0	10,651
Sands Macao	1,182	1,523	2	8	0	0	2,715
The Plaza Macao	635	732	3	5	0	0	1,375
Sands Cotai Central	3,041	2,886	5	6	0	0	5,938
The Parisian Macao	2,754	2,924	10	6	0	0	5,694
Total**	12,741	13,471	68	93	0	0	26,373

* Including Cotai Arena and CotaiExpo.

** As at December 31, 2019, the number of full-time team members of the Group was 28,732 (including 2,359 working for hotel partners). Employee data shown within this report is presented as per the reporting scope, and therefore does not include off-site support services of data from our hotel partners.

Turnover

	Aged under 30		Aged 30-50		Aged over 50		Total
	Male	Female	Male	Female	Male	Female	Total
The Venetian Macao*							
Number of leavers	107	116	183	131	42	36	615
Turnover rate**	12%	14%	6%	4%	4%	3%	6%
Sands Macao							
Number of leavers	11	11	29	27	18	31	127
Turnover rate**	10%	12%	4%	4%	4%	4%	5%
The Plaza Macao							
Number of leavers	10	14	22	15	5	2	68
Turnover rate**	10%	18%	5%	3%	4%	1%	5%
Sands Cotai Central							
Number of leavers	61	65	123	99	26	27	401
Turnover rate**	12%	19%	7%	6%	4%	3%	7%
The Parisian Macao							
Number of leavers	115	113	151	102	19	17	517
Turnover rate**	18%	21%	9%	6%	4%	2%	9%

* Including Cotai Arena and CotaiExpo.

** Rates based on numbers of permanent team members.

New hires

	Aged under 30		Aged 30-50		Aged over 50		Total
The Venetian Macao*	Male	Female	Male	Female	Male	Female	Total
Number of new hires	250	233	188	197	18	12	898
New hire rate**	29%	28%	6%	6%	2%	1%	9%
Sands Macao							
Number of new hires	20	24	24	13	6	6	93
New hire rate**	19%	26%	4%	2%	1%	1%	3%
The Plaza Macao							
Number of new hires	33	17	10	14	3	4	81
New hire rate**	34%	22%	2%	3%	2%	2%	6%
Sands Cotai Central							
Number of new hires	103	76	76	45	11	8	319
New hire rate**	20%	22%	4%	3%	2%	1%	5%
The Parisian Macao							
Number of new hires	150	144	111	83	19	14	521
New hire rate**	23%	27%	7%	5%	4%	2%	9%

* Including Cotal Arena and CotalExpo.

** Rates based on numbers of permanent team members.

Training and Performance Review Data 2019

Training hours

	Total training hours	Average training hours per person	Percentage of workforce trained
By Category			
Operational team members	999,632.36	41.30	92.69%
Admin team members	47,450.05	25.58	87.55%
Executive team members	1,878.75	6.04	85.21%
By Gender			
Male	545,976.73	42.62	91.38%
Female	502,984.43	37.08	93.05%

* Scope includes our five properties in Macao. It does not include off-site support services.

Performance reviews

Team members receiving a performance review		
By Category	Number	Percentage
Operational team members	24,040	99%
Admin team members	1,810	98%
Executive team members	302	97%
By Gender		
Male	12,711	99%
Female	13,441	99%

* Scope includes our five properties in Macao. It does not include off-site support services.

Health and Safety Data 2019**Workplace injuries**

	Direct employees		Other workers [^]	
	Number	Rate [*]	Number	Rate
Work-related fatalities	0	0	0	N/A
High-consequence work-related injuries	419	7.35	N/A	N/A
Recordable work-related injuries	706	12.38	N/A	N/A
Lost days due to work-related injury [†]	17,064	Days	N/A	Days
Total hours worked	57,018,426	Hours	N/A	Hours

* Rate for work-related fatalities, high-consequence work-related injuries, recordable work-related injuries are based on 200,000 hours worked.

[^] Other workers include those who may work on our properties but that do not hold an employment contract with us, such as the 2,359 team members working for hotel partners. This data is omitted as it is not of adequate quality to report on as there is currently no system in place for collection. As this is our first year preparing a report with the new GRI 403: Occupational Health and Safety 2018, we will explore establishing systems to better collect and track data from other workers to meet the requirements in future years.

[†] Lost days are defined as resulting in incapacity for more than three days

Air Quality Emissions Data 2019**From gaseous fuel consumption**

	Fuel consumed (GJ)	NOx emissions* (kg)	Sox emissions* (kg)
Natural gas	165,675	666.0	3.3
Liquefied Petroleum Gas ("LPG")	171,906	691.1	3.4
Total	377,581	1,357.1	6.8

* Conversion factors for NOx and SOx applied as provided within HKEX ESG reporting guidance.

From vessels and vehicles

	Fuel consumed (L)	Distance travelled (km)	NOx emissions (kg)	SOx emissions (kg)	PM emissions (kg)
Bus fleet - diesel fuel	969,072	2,627,444	2,325.3	15.6	222.81
Bus fleet - CNG	2,135,063	4,600,165	N/A	N/A	N/A
Limousines fleet - unleaded gasoline fuel	442,506	2,069,421	154.6	6.5	11.4
Cotai Water Jet ferries (water taxis) - marine fuel	49,940,955	1,007,265	N/A	N/A	N/A

* Conversion factors for NOx,SOx and PM applied where available as provided within HKEX ESG reporting guidance. Conversion factors for CNG and marine fuel are not available within HKEX ESG reporting guidance. This disclosure is therefore complete at this time.

Community Investment 2019

Charitable donations 2019

	Donations
Causes supported (cash and value in-kind)	Amount in MOP
Accident & emergency relief funds	732,404
Low income families	937,000
Education	2,800,000
Children & youth development	262,870
The elderly	305,000
Animal protection	57,400
Social rehabilitation	3,368,380
Responsible gaming	564,100
Congjiang poverty relief project*	1,970,067
Total	10,997,222

* New cause supported in 2019.

Sponsorship and Civic Contributions 2019

	Support
Causes supported*	Amount in MOP
Cultural and creativity events, including Art Macao**	13,498,978
Diversifying economy of Macao and upward mobility of talent	3,291,923
Community support	783,147
Total	17,574,048

* Donations, sponsorship and community activities are reviewed every year to ensure alliance with our core CSR initiatives and response to the opportune community requests.

** Art Macao is a major international arts and cultural event that took place in 2019, and will not be included in 2020 contributions.

SANDS ECO•360

Our responsibility to the planet is as important to us as our commitment to the comfort and well-being of our guests and team members. The Sands ECO360 global sustainability strategy is designed to help minimize our environmental impact. It reflects our vision to lead the way in sustainable building development and resort operations. Driven by an aspirational idea, made possible through the dedication and hard work of our team members, we continue our journey to a more sustainable future.

For more information, visit our website:
<https://www.sandschina.com/community-affairs/environment.html>

Please take a moment to tell us what you think by contacting us at
SCL.Sustainability@sands.com.mo

ABOUT SANDS CHINA LTD.

Sands China Ltd. (HKEx: 1928) is the leading developer, owner and operator of multi-use integrated resorts and casinos in Macao. Macao is the largest gaming market in the world as measured by casino gaming revenue and is the only location in China offering legalized casino gaming. Venetian Macau Limited, our subsidiary, holds one of six concessions or subconcessions permitted by the Macao government to operate casinos or gaming areas in Macao.

We are a subsidiary of Las Vegas Sands Corp. (NYSE: LVS), the parent company of The Venetian® Resort-Hotel-Casino and The Palazzo® Resort-Hotel-Casino, Sands® Expo and Convention Center in Las Vegas and Marina Bay Sands in Singapore.

